

2010-2011 Diversity, Equity & Inclusion

Section	Document Name
Goals and Objectives	• DEI highlights for FY 2010-2011.pdf

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.

Goals and Objectives

▶ 1. Representational Diversity: 1. Goal: Recruitment, academic achievement, persistence and graduation of a diverse student body.

☑ Create specific measures to ensure the success of underrepresented populations.

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals:

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Increased recognition efforts including the implementation of the 1st annual Graduation Leadership recognition dinner for MSC graduating seniors/families and participated in Office of Student Life Leadership Awards celebrating Leadership Institute participants
- Monitored average student umbrella cumulative GPAs

Evidence of Progress for 2010-2011:

- Recognized 8 MSC student leaders for maintaining a 3.5 or better cumulative GPA
- Recognized 6 outstanding student leaders at the Student Life Leadership Awards

Activities planned for 2011-2012:

- Recognize student organizations for most improved cumulative GPAs
- Develop resource manual of success strategies

☒ Ensure entire student population is at least proportionate to Indiana's in accord with the service mission of each academic unit; those units with statewide missions will have goals reflective of the state whereas other units will have goals reflective of Central Indiana; create an internationally diverse community by enrolling and graduating students from other nations, and providing a variety of opportunities for IUPUI students to study abroad.

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2010-2011:

- Continued relationship with Southern Regional Educational Board (SREB) on their Compact for Faculty Diversity.
 - Fostered relationship with Atlanta University Center and Tuskegee University to bring HBCU students to IUPUI.
 - Funded IUPUI visits for 9 potential graduate and transfer students.
 - Took HBCU recruitment trips (Morehouse University, Clark Atlanta University, Spelman College, Tuskegee University), as well as recruited at various conferences (Compact for Faculty Diversity Institute on Teaching and Mentoring, Kappa Alpha Psi Conclave).
 - Served as advisor to IUPUI student groups, Golden Key International Honour Society, Minority Association of pre-Medical Students (MAPS) and Tau Phi Sigma Multicultural Fraternity.
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Evidence of Progress for 2010-2011:

- IUPUI began funding individual PhD students since 2009, which the number of students and Schools participating increasing every year. In 2011, 14 students, 9 mentors, 3 guests, and 2 recruiters attended from 10 Schools/Offices. IUPUI hired 1 minority Computer Science faculty member that is a SREB Scholar graduate; and recruited Gates Millennium Scholar graduate student. Of the undergraduate McNair students that attended, 2 are enrolled in graduate school and 2 are currently applying. Three IU School of Medicine doctoral students found faculty positions through this partnership.
 - Recruited 5 students to IUPUI graduate programs.
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Activities planned for 2011-2012:

- Increase number of IUPUI Schools/Offices funding PhD students as SREB scholars.
- Build relationships with other Historically Black Colleges and Universities (HBCUs) and HSIs (Hispanic Serving Institutions).

☒ Establish a university assisted community school initiative that services a diverse population of students, family and community members.

Campus Planning Theme: Campus Climate for Diversity

Secondary Goals:**Sub Unit:** Diversity Community Partnerships**Time Frame:**

Actions taken for 2010-2011:

- <!--[if !supportLists]--> • <!--[endif]-->1,573 individual students were served, 460 individual family members were served and 1, 550 community members were served. This is over 55% of the individuals targeted for services that received services.
 - <!--[if !supportLists]--> • <!--[endif]-->Offered beginning ESL continuing education course for Hispanic family members at IPS School 51
 - <!--[if !supportLists]--> • <!--[endif]-->Increased staff to 4 with 2 more positions to fill
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Evidence of Progress for 2010-2011:

- <!--[if !supportLists]--> • <!--[endif]-->Increased coordination and alignment of educational, social, primary and mental health services for the students, family and community members at 3 Indianapolis Public Schools and the Martindale Brightwood community.
 - <!--[if !supportLists]--> • <!--[endif]-->Increased the number of community partners from 19 to 36
 - <!--[if !supportLists]--> • <!--[endif]-->19 Hispanic family members attended initial ESL class at School 51
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Activities planned for 2011-2012:

- <!--[if !supportLists]--> • <!--[endif]-->Develop and implement data management system
- <!--[if !supportLists]--> • <!--[endif]-->Increase outreach and marketing for the community school initiative
- <!--[if !supportLists]--> • <!--[endif]-->Fill 2 positions and bring staffing to 6

- ☒ Increase representational diversity of student population in academic units.

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals: Foster collaborations across academic units, the Office of Admissions, campus retention programs, and alumni programs to increase the recruitment and retention of underrepresented students.

Sub Unit: Multicultural Academic Relations

Time Frame:

Actions taken for 2010-2011:

- Co-coordinated Spring 2011 recruitment trips for three AUC students.
 - Facilitated Neal-Marshall Black Alumni Association (NMBAA) strategic planning workshop which included the development of goals, objective, strategies, and measures related to engaging IUPUI students of color.
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Evidence of Progress for 2010-2011:

- Enrolled first AUC-DDEP/IUPUI transfer student. Student also named a Ronald McNair Research Scholar and begin research at IUPUI the summer before the start of the fall semester.
 - First draft of NMBAA Strategic Plan completed.
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Activities planned for 2011-2012:

- Double AUC-DDEP/IUPUI recruitment visitation participation.
- Increase AUC-DDEP/IUPUI program enrollment by 500%.
- Work collaboratively with Office of Admissions to actively promote undergraduate research opportunities that include tuition/fee & stipend awards for underrepresented students.
- Secure funding to aid in the development of an Outcome Assessment Rubric (OAR) to strengthen the position of the Minority Engineering Program of Indianapolis (MEPI) as a viable recruitment source for the Purdue School of Engineering & Technology, IU School of Medicine, Purdue School of Science, and Center for Research & Learning (CRL) undergraduate research programs.

☒ Increase underrepresented student participation in the Multicultural Success Center (Diversity Dimension: Representational Diversity, Campus Climate)

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals: Ensure IUPUI campus community is aware of MSC services and resources; Provide outreach to underrepresented populations to increase participation and involvement in MSC programs and the utilization of resources.

Sub Unit: Multicultural Success Center

Time Frame:

Actions taken for 2010-2011:

- Created visitor tracking mechanisms in all MSC spaces
- Participated in welcome week activities, student organization fairs, the International Transition program and the student organization employment fair to garner broader student and organization participation in the MSC
- Outfitted 6 student organizational suites with technology and furnishings

- Created 3 student organizational roles with technology and marketing
- Hired student worker to serve as marketing and branding specialist

Evidence of Progress for 2010-2011:

- Increased its student umbrella organizations by 40%.
- Increased student staff diversity by 100%.
- 43 student leaders participated in a year-long leadership institute, held monthly in the MSC. Students gained critical leadership skills and competencies
- Supported 21 students to attend various national leadership conferences
- 2,873 guests visited the Multicultural Success Center during the 2010-2011 academic year to find resources, speak to staff or visit with MSC student organizations
- Developed diversity program to implement into first year classrooms presenting the content to 8 seminar courses throughout the year in the MSC.

Activities planned for 2011-2012:

- Create a series of programming that adds a new element to the types of programs offered by our campus and to align with a certificate producing/cohort model.
- Redesign MSC website and all marketing outlets
- Create MSC infomercials
- Involve targeted academic departments, student organizations and individual students in all MSC programs

☒ Integrate the MSC into the IUPUI community by building effective partnerships to advance and support services provided by the MSC in an effort to advance retention of underrepresented populations and student integration into IUPUI.

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals: Establish liaison relationships throughout the institution (Diversity Dimension: Campus Climate)

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Established Memorandum of Understanding with University College that defines 3 shared professional positions in an effort to impact retention efforts for students of color
- Created a partnership with Career Services to launch MSC's first Multicultural Career Fair
- Created Associate Director position that is accountable for MSC programmatic efforts and liaison relationships with Student life to support campus-wide Cultural Heritage Month Programs
- Developed partnership with Women's Basketball program incorporating women athletes into MSC leadership development programs, and supporting and participating in sporting events
- Formed partnerships with Indiana Storytelling Arts organization capitalizing on storytellers frequenting the Indianapolis area

Established a partnership for joint retention efforts with University College and MSC

- Launched giving campaign for joint construction efforts with University College and MSC

Evidence of Progress for 2010-2011:

- Appointment of joint University College-MSU position (Assistant Director with special emphasis on retention efforts for Latino students)
- Placement of two University College professional staff members in MSC to assist with synergy of retention efforts

Activities planned for 2011-2012:

- Creation of additional positions to support underrepresented male student retention
- Renovation of shared programming space between University College and MSC
- Joint grant writing to assist with resource development

- ☒ Provide student financial support to alleviate issues that can affect persistence and graduation.

Campus Planning Theme: Campus Climate for Diversity, Collaboration

Secondary Goals:

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Awarded \$19,780 through the Inclusive Excellence in Action Fund and the Charles E. Schell Loan Program to support underrepresented students.
- Foundation & Book Support: \$3900 (Support applied towards housing, books, tuition.)
- Partnered with Office of Financial Aid Services, Housing, and University College to provide critical funding support necessary for students to maintain enrollment.
- Conducted 4 Financial Management Workshops.
- Provided one-on-one information sessions with parents of first generation college students
- Assisted students with residency appeals; independent verifications appeals; professional judgment appeals; readmission appeals & satisfactory academic appeals; financial assistance with Praxis Exam payments; textbook purchase assistance; housing; financial literacy.

Evidence of Progress for 2010-2011:

- 10% of Schell loans processed in spring of 2011 cleared outstanding encumbrances in time for spring graduation; 68% of recipients had 38 credit hours or less remaining to complete degrees; 53% had GPAs above required minimum; 23 % are Dean's List High Honors or Honorable Mention. Among recipients, a 2010 IIPIII

Activities planned for 2011-2012:

- Modify staff responsibilities to allow for additional trainings/workshops offered by MSC.

☒ See an increase in number of students of color who persist and graduate.

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals:

Sub Unit: Office of Associate Assistant Chancellor for Diversity, Equity, and Inclusion

Time Frame:

Actions taken for 2010-2011:

- Mentored Norman Brown Leadership Program Students as well as Star students who are at risk to be dismissed because of academic reasons.
 - Worked with the Junior Advance Initiative to keep student here through graduation
 - Established groups with which students can identify such as the Association of Latino Professionals in Finance and Accounting, ALPFA and the Collegiate 100, a division of 100 Black Men, for college students.
 - Worked with MSMS students on personal essays and interviewing techniques to prepare for medical school applications and interviews
 - Reached out to community groups and area high school with large minority populations to increase college preparedness
 - Worked with Starfish Initiative which prepares first generation high school students for life after high school, preferably college
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Evidence of Progress for 2010-2011:

- Former star mentee no longer on academic probation.
 - Students completing MSMS program and gaining acceptance to medical schools
 - Firm relationships with Center for Leadership Development (CLD), Providence Cristo Rey, Scecina Memorial and George Washington High School
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Activities planned for 2011-2012:

- Use the Collegiate 100 to mentor school age children
- Assist University College with acclimating transfer students to the IUPUI campus. (Many Star participates this semester were transfer students)
- Continue to work with the Council on Retention and Graduation

- Work with the SPAN Director to increase the number of high achieving high school students of color who come to campus to take college classes
- Track high school students to learn how many remain at IUPUI

☒ Support recruitment, retention and persistence of Hispanic/Latino student population.

Campus Planning Theme: Teaching and Learning, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals: Implement early intervention strategies to support minority students with an emphasis on the Hispanic/Latino community; ensuring student integration into the IUPUI and the Indianapolis community, access to resources and personal and professional development. (Diversity Dimension: Representational Diversity)

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Created Assistant Director Position with primary responsibility for Hispanic/Latino outreach and success.
- Partnered with Office of Diversity, Access and Achievement to host sessions in the MSC to provide information sessions for Latino students
- Supported 5 Latino students and 2 staff to attend the United States Hispanic Leadership Institute(USHLI) in Chicago, Illinois

Evidence of Progress for 2010-2011:

- Latino students who attended the USHLI conference submitted reflection papers that indicated overall satisfaction

Activities planned for 2011-2012:

- Conduct focus group with Office of Diversity, Access and Achievement to determine student needs
- Establish partnerships with local Latino community and governmental agencies
- Develop comprehensive programming, initiatives, services, etc. that are in line with best practices around the country for Latino/a students to thrive culturally, academically, and professionally IUPUI.

▶ **2. Representational Diversity: 2. Goal:** Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

☒ Establish 2-3 year strategic plan for Multicultural Success Center (Diversity Dimension: Institutional Leadership and Commitment)

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals:

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Conducted day long strategic planning session to integrate University College Staff into the MSC and to address strategies to support retention efforts
 - Conducted MSC SWOT analysis to determine structure for 2-3 year strategic plan
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Evidence of Progress for 2010-2011:

- Creation of a comprehensive operational plan for the MSC for the next 2-3 years.
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Activities planned for 2011-2012:

- Complete 2-3 strategic plan prior to the end of the 2011-2012 academic year
- Develop assessment materials and forms that align with the vision, mission and goals of the Multicultural Success Center, Division of Equity and Inclusion and IUPUI.

- ☒ Increase capacity of affinity faculty/staff councils (FSCs) to serve campus constituency (i.e. faculty, staff, students).

Campus Planning Theme: Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals: Provide administrative support as well as aid in positioning the FSCs as entities that can positively impact the academic, cultural competency, co-curricular, and professional networking aspects of campus.

Sub Unit: Multicultural Academic Relations

Time Frame:

Actions taken for 2010-2011:

- Provided administrative support to Asian Pacific American Faculty/Staff Council facilitation of Accent Reduction Workshops for English as Second Language (ESL) Asian Faculty & Staff.
 - Worked with Office of Scholarships to create separate affinity faculty/staff council Student Service Scholarship Awards.
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Evidence of Progress for 2010-2011:

- Twenty campus faculty & staff members participated in Accent Reduction Workshop.
- Three students received APAFSC Service Scholarship Award in 2011.

Activities planned for 2011-2012:

- Aid affinity faculty/staff councils in the creation of dedicated IU Foundation accounts to facilitate council fundraising efforts.
- Double the number of Service Scholarship Awards granted to students.
- Facilitate collaboration between Native American Faculty/Staff Council (NAFSC), the Pokagon-Potawatomi tribe, and the Office of External Affairs to create a dedicated website highlighting the IUPUI/Pokagon-Potawatomi Partnership.

☑ Increase the diversity within the senior leadership; increase the diversity within the faculty and staff to become more reflective of the desired student population; provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential; establish high expectations for achievement and reward individuals for achieving these high expectations; enhance faculty and staff programs and activities that increase the sense of diversity.

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2010-2011:

- Partnered with faculty members to develop two new faculty diversity awards, *Chancellor's Award for Excellence in Multicultural Teaching* and *Chancellor's Diversity Scholars Award* which were given out for the first time at the Chancellor's Academic Honors Convocation in 2011.
 - Worked with IUPUI's Staff Council to bring new staff diversity award, *Multicultural Impact Staff Award*, first granted in 2011.
 - Sponsored and funded 10 campus events related to diversity led by both faculty and staff groups (e.g. American English Intonation course for international faculty, Etheridge Knight Festival for Arts, IU Undergraduate Conference in Women's Studies & Gender Studies); 7 faculty and staff members for research/professional development.
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Evidence of Progress for 2010-2011:

- One staff member was recently awarded the Women's Centers Committee's Outstanding Achievement Award from the National Women's Studies Association (NWSA).
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Activities planned for 2011-2012:

- Continue to sponsor a broad range of on- and off-campus events that IUPUI faculty and staff are organizing and touch on our university goals.

☑ Bring more diversity into the classroom.

Campus Planning Theme: Teaching and Learning, Best Practices, Campus Climate for Diversity

Secondary Goals:

Sub Unit: Office of Associate Assistant Chancellor for Diversity, Equity, and Inclusion

Time Frame:

Actions taken for 2010-2011:

- Approached the Solutions Center regarding a grant to bring Native American history to the classroom via a video.
 - Worked with Martin University and IU School of Education to revamp offering to make transferring a more fluid process for students interested in teaching coming from Martin to IUPUI
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Evidence of Progress for 2010-2011:

- Martin University has met to realign their course offerings in education.
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Activities planned for 2011-2012:

- Secure funding for production of Native American History video and then distribute the video

☑ Create RISE linkages through programmatic efforts.

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals:

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Created experiential learning “Get on the Bus” experiences.
 - Continued to meet and explore feasibility of a study abroad experience to University of Buea, Cameroon, Africa.
 - Directed minority students to campus wide research opportunities.
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Evidence of Progress for 2010-2011:

- Hosted *Get on the Bus* tour to explore the Latino influences of Chicago.

Activities planned for 2011-2012:

- Provide financial support for student research efforts and faculty research that provide opportunities for minority students.

☒ Ensure curriculum content and pedagogical strategies reflect a commitment to diversity; engage in research, scholarship and creative activity that is mindful of the human condition; maintain and enhance the library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or restriction of access to scholarly materials; ensure that civic engagement activities are experienced in a culturally relevant context; promote culturally competent practices; enhance programs and activities that increase the understanding of diversity; provide curricular, co-curricular and interdisciplinary activities that increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, within the US and internationally.

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2010-2011:

- Created an interim joint position with Center for Research and Learning (CRL) within the Office of Research and DEI for the Interim Program Leader of Student Research, Scholarship, and Diversity.
 - Entered agreement with IU School of Liberal Arts to fund Center for Global Entrepreneurship and Sustainable Development.
 - Funded summer internship for Center for Global Entrepreneurship and Sustainable Development.
 - Funded a marketing internship for Madame Walker Theatre Center for IUPUI Public Relations graduate student.
 - Together with IUPUI faculty and staff, three new diversity awards were inaugurated this year: *Chancellor's Award for Excellence in Multicultural Teaching* (faculty award), *Chancellor's Diversity Scholars Award* (faculty award), and *Multicultural Impact Staff Award* (staff award).
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Evidence of Progress for 2010-2011:

- Summer intern published a working research paper, and presented at 2 local conferences. Due to relationships made during this internship, student has started plans for doctoral studies in consumer behavior.
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Activities planned for 2011-2012:

- Fund Center for Global Entrepreneurship and Sustainable Development in 2011-2012.

- Develop additional internships and work-study opportunities for diverse students to work with IUPUI faculty.

☒ Facilitate opportunities for academic units to engage in a university assisted community school initiative on the near eastside of Indianapolis

Campus Planning Theme: Teaching and Learning

Secondary Goals:

Sub Unit: Diversity Community Partnerships

Time Frame:

Actions taken for 2010-2011:

- IU School of Nursing provided 10 students who volunteered 120 hours at IPS School 51. There were 4 faculty members who supervised those students. There were another 8 students who volunteered at the May 2011 Community Resource Fair assisting with providing physicals to underserved students. Students also conducted a community based health assessment for School 51
 - IU School of Social Work provided 4 students who worked in various capacities with IPS and community partners such as Rebuilding the Wall.
 - IU School of Dentistry students were able to secure a Switzer Fellowship to provide oral health education and care to the students at 3 elementary schools
 - Team of 3 attended the National Conference for School Based Health Center conference in Chicago, IL
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Evidence of Progress for 2010-2011:

- Nursing students presented community based health assessment report to administration and staff of School 51
 - Expansion of nursing students to IPS School 69
 - Dental students provided oral health education to students, family and community members at IPS school 69
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Activities planned for 2011-2012:

- Increase numbers of academic units and faculty involved in initiative

<!--[if !supportLists]-->• <!--[endif]-->Present data and research at two national conferences next year

☒ Increase capacity to provide more undergraduate, research opportunities for underrepresented-student population (Note: Initiated via position as Interim Program Leader of the Diversity Scholars Research Program for 2011-12).

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals: Work collaboratively with the Executive Director of the Center for Research & Learning (CRL) to create holistic offerings in a more efficient and impactful way.

Sub Unit: Multicultural Academic Relations

Time Frame:

Actions taken for 2010-2011:

- Secure additional academic unit DSRP partnership agreements.
 - Develop a comprehensive assessment rubric to evaluate retention and “scholar” efficacy of undergraduate students who participate in faculty-mentored research.
 - Develop and submit federal funding proposals to increase capacity to accommodate greater number of scholars who continue to receive tuition/fee and stipend support.
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Evidence of Progress for 2010-2011:

- Number of new DSRP/Academic Unit agreements
 - Creation of Version 1.0 of the Scholar Development Rubric
 - Number of grants submitted; number of grants awarded
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Activities planned for 2011-2012:

☒ Infuse accessibility standards into the curricula and co-curricula and climate at IUPUI This goal addresses the core value of Campus Climate and Curricular and Co-Curricular transformation. This goal also addresses the diversity performance indicators of diversity of the curriculum, diversity in the co-curriculum, and campus climate for diversity.

Campus Planning Theme: Teaching and Learning, Best Practices, Campus Climate for Diversity, Collaboration

Secondary Goals: To achieve this goal faculty and staff must be engaged. We will continue to provide evaluations of the students and faculty that we have served and publish our results.

Sub Unit: Adaptive Educational Services

Time Frame:

Actions taken for 2010-2011:

- Created a survey for students and faculty who have utilized the services of AES. Analyzed the findings and changed services that we provide to faculty and students.
- Worked with a core set of faculty to ask for input (Dr. Corrine Ulbright, Professor Keith Anliker, Dr. Michael Yard, Professor Kate Theadwell). As a result, AES now serves on the Gateway Committee in University College.

- Prepared a report that presents who we are, what services we provide that are specific to faculty staff and students specifically the Gateway Staff.
- Continued ongoing communicate with staff administration about the needs and requests for services
- Posted accessible routes around campus by linking our web pages to CFS web pages. This continues to be a work in progress. (<http://aes.iupui.edu/alerts.html>)
- Continued to serve on key committees: Captioning, Steering Committee for People with Disabilities, Technology Access Committee, Physical Access Subcommittee, Learning Environments and the Campus Diversity Council.

Evidence of Progress for 2010-2011:

- Developed and completed the survey of Faculty and Students utilizing the AES services.
- Actively engaged with Gateway Faculty
- Director appointed adjunct faculty in University College
- Developed ongoing relationship with Office of Student Involvement.
- Developed and solidified the relationship with Office of Veterans Affairs.
- Served monthly on year-long committees.

Activities planned for 2011-2012:

- Develop program with Office of International Affairs to recruit students with disabilities to participate in study abroad programs.
- Publish end-of-year report that identifies services AES has provided, number of faculty with whom AES has had direct contact, and number of students served. Provide this information to Diversity Cabinet.
- Develop joint programs with University College, Veterans Affairs, and Student Life targeted at faculty and schools.
- Develop presentation for Gateway Faculty to discuss issues related to students with disabilities, how to accommodate the students, and provide language to be included in course syllabi.

☒ Optimize the impact of academic units on the campus and community learning environments.

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Best Practices, Campus Climate for Diversity, Civic Engagement, Collaboration

Secondary Goals: Establish synergistic academic collaborations between academic units and constituents internal and external to IUPUI.

Sub Unit: Multicultural Academic Relations

Time Frame:

Actions taken for 2010-2011:

- Facilitated collaboration between local community activist and IU School of Education at Indianapolis regarding an interactive, educational DVD and accompanying 300-page workbook to be integrated into Indianapolis Public Schools.

- Facilitated collaboration between the Herron School of Art and the Center for Research & Learning (specifically the McNair Scholars & Diversity Scholars Research Programs) to create a Summer II course (HER-R 201 15245, Visual Research: Presenting Research Visually – 1-credit) to enhance research presentation skill-set.
- Provided consultation as member of Spring 2011 Multicultural Teaching & Learning Institute (MTLI) development committee.

Evidence of Progress for 2010-2011:

- Over 500 copies introduced into several IPS schools including dedicated teacher professional development workshops on how to infuse curriculum into classroom.
- Six scholars enrolled in HER-R 201 during 2011 Summer II.

Activities planned for 2011-2012:

- Facilitate further collaboration with the School of Education to begin development of a Latino(a) version of the IPS educational workbook.
- Work with academic units to help development an Undergraduate Research Foundations curriculum as part of the Center for Research & Learning campus offerings.
- Work with Spring 2012 MTLI committee to develop institute around veterans.

4. Campus Climate: 1. Goal: Make diversity a strategic priority touching all aspects of the campus mission.

Create a fundraising plan with support from the IUPUI foundation

Campus Planning Theme: Campus Climate for Diversity, Collaboration

Secondary Goals:

Sub Unit: Multicultural Success Center (MSC)

Time Frame:

Actions taken for 2010-2011:

- Worked with DEI graduate assistant to prioritize MSC fundraising plans.
- Continued to promote the MSC Inclusive Excellence in Action Fund Account.

Evidence of Progress for 2010-2011:

- \$3,900 generated to support students experiencing financial hardships.

Activities planned for 2011-2012:

- Create a fund development team consisting of MSC stakeholders.

☒ Increase the understanding of persons with disabilities to the IUPUI community to eliminate the compartmentalization and stereotypical approach to services: academic, social, personal.

Campus Planning Theme:

Secondary Goals: Continue to provide information on a variety of disabilities, services, and technologies to the IUPUI Community.

Sub Unit: AES

Time Frame:

Actions taken for 2010-2011:

- Hosted workshop for faculty and students by individual departments and schools.

Evidence of Progress for 2010-2011:

- Developed video on AES services. The video has been presented to faculty and staff, and is available on the website. The first time the video was viewed was at the Academic Deans meeting. It was also presented video at the Diversity Management Committee.
- Appointed a staff member to work on promotional materials, update of websites, Jag TV and JagNews
- Sent letters of thank you to each faculty member who worked with AES over the academic year. Letters were signed by the Assistant to the Chancellor, Dr. Ken Durgans, as well. Faculty sent letters of appreciation back to the director

Created a disability awareness week for the IUPUI campus that works with WOW (Fall 2010). Provided a quiz to students on services and offices at IUPUI. Results were shared with Student Life.

- Updated web pages and have all students registered with AES on a blind LISTSERV to communicate more effectively.

Activities planned for 2011-2012:

- Present workshop with Office of Veterans Affairs on issues related to veterans with disabilities.
- Develop and present at a national workshop on technology infused into all campus computer labs and closing adaptive labs.
- Thank each faculty member each semester and identify three "super faculty" who have served students throughout the year and recognize all of them on the webpage and through public service announcements.

☒ Launch school based Adult Learning Centers at IPS School 56, 69 and Arlington Community High School extending a welcoming and inclusive environment for all.

Campus Planning Theme: Teaching and Learning, Best Practices, Campus Climate for Diversity

Secondary Goals:

Secondary Goals:

Sub Unit: Diversity Community Partnerships

Time Frame:

Actions taken for 2010-2011:

- <!--[if !supportLists]-->• <!--[endif]-->Hired Adult Learning Center coordinator
 - <!--[if !supportLists]-->• <!--[endif]-->Used existing furniture and technology to create adult specific learning environments
 - <!--[if !supportLists]-->• <!--[endif]-->Focused on recruiting a diverse pool of instructors for ALC classes
 - <!--[if !supportLists]-->• <!--[endif]-->Distributed survey to family and community members for feedback regarding course, certificate and scheduling preferences at welcome back events on site at schools
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Evidence of Progress for 2010-2011:

- <!--[if !supportLists]-->• <!--[endif]-->Funded 50% of ALC coordinator position with FSCS funding moving from hourly to FTE
 - <!--[if !supportLists]-->• <!--[endif]-->Placed specific IUPUI signage at all 3 sites
 - <!--[if !supportLists]-->• <!--[endif]-->Over 125 completed surveys were returned and data compiled assisting in the development of course offerings for the beginning of IPS academic year in August 2011.
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Activities planned for 2011-2012:

- <!--[if !supportLists]-->• <!--[endif]-->Increase course offerings to include certificate programs such as pharmacy technician
- <!--[if !supportLists]-->• <!--[endif]-->Increase marketing and outreach for Adult Learning Centers
- <!--[if !supportLists]-->• <!--[endif]-->Collaborate with IPS in alignment of the ALC and Parent University course offerings

☑ Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.

Campus Planning Theme: Best Practices, Campus Climate for Diversity

Secondary Goals:

Sub Unit: Office of Associate Assistant Chancellor for Diversity, Equity, and Inclusion

Time Frame:

Actions taken for 2010-2011:

- Developed a template to assess whether the campus climate was a factor in the departure of underrepresented faculty.
 - Reviewed Office of Equal Opportunity plans from all units
 - Involved in Intra-Group Dialogue (IGD) to promote understanding among diverse people on campus.
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Evidence of Progress for 2010-2011:

- Shown to be effective source of valuable information on other campuses
 - Provided constructive comments to allow units to move forward in promoting or obtaining diversity without violating the law.
 - Participants are developing ways to carrying the concept into the community outside of campus and as well as into the classroom.
-

Activities planned for 2011-2012:

- Partner with the Office for Women and Office of Equal Opportunity to conduct interviews.
- Continue working with the IGD

☒ Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential; offer a physical environment that is inviting and accessible for all students, faculty, staff and visitors which allows for full participations in the life and work of the IUPUI community.

Campus Planning Theme:**Secondary Goals:****Sub Unit:****Time Frame:**

Actions taken for 2010-2011:

- Surveyed campus as it relates to sexual orientation and gender identity, and added new GLBT results to the IUPUI Diversity Report in 2010.
- Sponsored 5 external faculty and other experts to give talks at IUPUI.
- Sponsored and funded 14 campus events related to diversity led by faculty, staff, and student groups (e.g. SAAS Women's Empowerment Week, Society of Hispanic Professional Engineers career fair with Purdue School of Engineering and Technology).

Evidence of Progress for 2010-2011:

- IUPUI now has quantitative data on a specific campus community, that wasn't available before 2010.
-

Activities planned for 2011-2012:

- Sponsor a broad range of on- and off-campus diverse events that IUPUI faculty, staff, and students organize.
- ☑ Provide oversight and direction for the Multicultural Success Center's resource and policy and procedure development.

Campus Planning Theme:**Secondary Goals:****Sub Unit:** Multicultural Success Center (MSC)**Time Frame:**

Actions taken for 2010-2011:

- Created policies to govern student organization suite space
 - Created protocols for MSC space usage
-

Evidence of Progress for 2010-2011:

- Seamless reservation process
 - Students being accountable for guidelines
 - Creation of new and updated materials; elicit staff and student feedback
 - Service with distinction survey participation
-

Activities planned for 2011-2012:

- Review existing materials, research documentation available in the Internet from peer institutions, revise and add new materials to binder.
- Update annually, have materials ready to present to students at annual Multicultural Student Organization Retreat in the fall semester.

☑ **5. Institutional Leadership & Commitment: 1. Goal: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.**

- ☑ Increase the diversity within the campus leadership.

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2010-2011:

- Worked with Information Management and Institutional Research (IMIR) to make diversity data more accessible so that real numbers can be reviewed
 - Implemented regular faculty of color luncheons off campus
 - Together with IUPUI faculty and staff, three new diversity awards were inaugurated this year: *Chancellor's Award for Excellence in Multicultural Teaching* (faculty award), *Chancellor's Diversity Scholars Award* (faculty award), and *Multicultural Impact Staff Award* (staff award).
 - Participated in Women to Women Mentoring program
-

Evidence of Progress for 2010-2011:

- Faculty recognition of diversity teaching and scholarship embedded in the campus' most important awards ceremony.
 - Various IUPUI and other local university students have used IMIR diversity data in their research (e.g., Purdue School of Engineering and Technology graduate student working on "Diversity in the workplace" research).
-

Activities planned for 2011-2012:

- Celebrate diverse faculty, staff, and administration in internal and external communications/promotions (e.g., feature minority leaders at IUPUI in Indianapolis Recorder newspaper)
- Work one-on-one with more diverse faculty and staff in a mentoring role.
- Increasingly work with IMIR to tailor data collection and analysis focusing on diversity information.

- ▶ 6. Institutional Leadership & Commitment: 2. Goal: Regularly assess, evaluate, improve, and communicate diversity efforts of IUPUI

- ☑ Establish appropriate measures and means to assess institutional progress in meeting these goals and objectives; report publicly on progress; and revise objectives, strategies, and goals as necessary to achieve the campus vision.

Campus Planning Theme:

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2010-2011:

- Organized regular meetings with Dialogue Group (made up of Indianapolis community members and IUPUI administrators), Diversity Cabinet (made up of IUPUI top level administrators), Diversity Management Committee (made up of IUPUI directors), and campus diversity officers to disseminate and discuss diversity initiatives and issues.
- Diversity Cabinet Sub-committee, chaired by Assistant Chancellor for Diversity, Equity, and Inclusion, processes an annual diversity report for Indiana University.
- Each year the diversity progress of the university is evaluated using *Diversity Performance Indicators* adopted by the IUPUI Chancellor's Diversity Cabinet in 2003 and updated in 2007.

Evidence of Progress for 2010-2011:

- IUPUI recognized by external organization with inaugural presentation of Blue Ribbon Diversity Award in December 2011, in part due to IUPUI's "excellent publication on the State of Diversity at IUPUI", IUPUI's diverse Diversity Cabinet ("which is perhaps the most diverse cabinet of any predominantly white campus administration in the country"), and IUPUI's Diversity Performance Indicators. The Blue Ribbon Award is given to an individual, program, school or institution that engages in a diversity practice that other colleges and universities are encouraged to adopt. It is the highest honor that www.diversitybenefitseveryone.com awards and is featured in its monthly newsletter and website that reaches thousands of readers on college campuses throughout the country and abroad.

Activities planned for 2011-2012:

- Work with internal and external organizations/groups to update community on IUPUI diversity accomplishments through one-on-one meetings with community members, Dialogue Group, website, etc.

Fiscal Health

Reallocation Plan

Other Question(s)

1. What initiatives have you undertaken, or have planned, to improve retention and graduation rates?

Undergraduate Student Retention

Included in the Office of Diversity, Equity and Inclusion (DEI) Performance Plan are the following initiatives designed to help accomplish the goal of improving retention and graduation rates:

- Collaborated with the Purdue School of Engineering & Technology, Admissions, Housing, McNair Program, Graduate School, Morehouse College and Spelman College Indianapolis Alumni Association to develop a Dual Degree Engineering Program with the Atlanta University Center (AUC) Dual Degree Engineering Program (DDEP). The agreement creates a dual degree program whereby an eligible undergraduate student enrolls and attends Clark Atlanta University, Morehouse College, or Spelman College for approximately 3 years and then is enrolled in and attends the Purdue School of Engineering and Technology at IUPUI for 2 years. Upon completion of the academic requirements of the 2 institutions, the student will be awarded a bachelor's degree from AUC and the Bachelor of Science in engineering

from the engineering program of study chosen by the student at IUPUI.

- The Multicultural Success Center established a new IU Foundation account, *Inclusive Excellence in Action fund*, designed to provide student support, undergraduate scholarships, graduate fellowships, and emergency student assistance due to financial hardship.
- Established close relationship with University College Bepko Learning Center, Office of Tutorial Support to link students needing individual tutoring with graduate students qualified to help them using the Tutor Matching Service (TMS).
- The Assistant Chancellor for Diversity, Equity, and Inclusion Services serves as advisor to IUPUI Golden Key International Honour Society.
- The Office of Diversity, Equity, and Inclusion developed a relationship with Fifth Third Bank that resulted in IUPUI securing the Charles E. Schell \$100,000 grant to create a revolving loan program for IUPUI students (to be paid over 4 years). The loan program was open to all students starting January 2011 through the Multicultural Success Center. It is focused on funding junior and senior students.
- In April 2011, the Student African American Brotherhood (SAAB) Annual National Conference: *Each one reach one: Creating lives of civility and purpose* was held in Indianapolis with the \$5,000 co-support from DEI.
- The Multicultural Success Center is a retention-focused space. This center has dedicated space for faculty, staff, and students to encourage creativity, engagement, and inclusiveness. Some of the space's features include: computer lab with adaptive technology; women's resource center; nursing mother's area and unisex bathrooms; student suites for MSC-qualified student organizations; offices and conference rooms for MSC and AES staff and student workers; sponsored late night finals week study jams with refreshments.

Faculty Retention

- The Office of the Vice Chancellor for Research, in partnership with the Office of Diversity, Equity and Inclusion, and the Office for Women worked together to provide internal grants as seed funding to full-time faculty. The Developing Diverse Researchers with Investigative Expertise (DRIVE) program is designed to enhance the diversity and research and creative activity mission of IUPUI. Faculty from historically underrepresented populations and women are particularly encouraged to apply. DRIVE supports projects that have the potential for sustainability through external funding.
- DEI regularly supports faculty members directly to conduct research and infuse diversity into the IUPUI curriculum.
- DEI worked with IUPUI's Staff Council to bring a new staff diversity award in 2011, the *Multicultural Impact Staff Award*. This award recognizes a full-time IUPUI staff member who promotes a campus climate of diversity; and demonstrates merit not based on the essential functions of his/her job, but rather an extraordinary commitment to multicultural campus involvement, leadership, service, and academic involvement.
 - *Chancellor's Award for Excellence in Multicultural Teaching*: This award aims to recognize an outstanding FT or PT faculty member for multicultural teaching., acknowledge the investment of time and effort put forth by faculty who integrate culturally relevant content into their curriculum, who employ an inclusive, student-centered pedagogy, and who champion diversity as a value that ensures the academic success of all students.
 - *Chancellor's Diversity Scholars Award*: This award is to honor FT tenured or tenured track faculty members who create, maintain, and demonstrate diversity in their scholarship, teaching, and/or service.
- Cultivated a relationship with the Southern Regional Education Board (SREB) in conjunction with the Compact for Faculty Diversity Institute on Teaching and Mentoring to increase and sustain faculty diversity. The Compact for Faculty Diversity is a partnership of regional, federal and foundation programs that focus on minority graduate education and faculty diversity. The Compact partnership consists of: SREB, the Western Interstate Commission for Higher Education, the National Institutes of Health (Bridges to the Professoriate NIGMS-MARC), the National Science Foundation (Alliance for Graduate Education and the Professoriate), and the Alfred P. Sloan Foundation and the Office of Federal TRIO Programs, US Department of Education (Ronald E. McNair Program). The Compact for Faculty Diversity has a simple goal: to increase the number of minority students who earn doctoral degrees and become college and university faculty.

2. What are the priorities that shape your decisions about initiatives you will undertake and maintain?

Our diversity goals drive our decisions.

3. How is the move to centralized services affecting your operations? How are you dealing with these effects?

To date the direct effects have been minimal.

4. What marketing strategies/materials are you planning to develop/disseminate during the coming year?

- a. Who is the intended audience for each?
- b. What do you hope to accomplish with this strategy with this audience?
- c. How much are you planning to spend for each strategy?
- d. How will you tell if your expenditure was worth your investment? [Provide return on investment (ROI) data for past expenditures, if available, and plan to track ROI in the future.]

Different racial, ethnic, and social communities have their own unique sources of information. We identify them and then build a marketing plan that utilizes these resources to get your message out. Look for resources such as ethnic and social community newspapers, yellow pages, newsletters and the like, which are tailored to these individual communities.

a. Our primary marketing audiences are diverse communities (Minorities, women and LGBT) on the local, state, national and International levels.

b. Attract and retain more diversity at all levels of our university.

c. In progress.