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## GREETINGS FROM IUPUI

January 2015

### The IUPUI Diversity Report gauges 2014 progress

"One day our descendants will think it incredible that we paid so much attention to things like the amount of melanin in our skin or the shape of our eyes or our gender instead of the unique identities of each of us as complex human beings." – **Franklin Thomas**

Since my arrival in 2003, with the support, leadership and challenges from faculty, staff, students and community members, we have worked to make IUPUI more representative, diverse and inclusive. There is still considerable work to be done, but we are clearly moving in the right direction.

The IUPUI Office of Diversity, Equity and Inclusion was created to ensure the principles of diversity, equity and inclusion are embedded in the framework of everything we do and that those enduring principles are celebrated throughout the campus community.

Under the leadership of Vice Chancellor Karen Dace, the office's mission is to educate, advocate, engage and empower the IUPUI community by cultivating partnerships and resources to create and sustain an environment that is inclusive, equitable and diverse.



*Karen Dace, vice chancellor for diversity, equity and inclusion, speaking at the IUPUI Dr. Martin Luther King Jr. Celebration Dinner.*

To achieve these worthy ambitions, we acknowledge diversity as a thought and not an afterthought — developing and implementing strategies that help achieve our goals in a way that is proactive rather than reactive.

Each year, the Office of Diversity, Equity and Inclusion assembles and distributes a progress report - chronicling activities of the most recent year past. Here are a few significant strides in diversity, equity and inclusion listed in the 2015 Diversity Report:

1. The Multicultural Center, established in 2007, has a new director, Dr. Khalilah Shabazz.
2. The Office of Diversity, Equity, and Inclusion, established in 2008, hosted more than 200 students who were in Indianapolis attending the National Conference on Race and Ethnicity in Higher Education. The reception provided an opportunity to share opportunities for graduate education at IUPUI and to show off the campus!
3. The IU Office of Diversity, Equity and Multicultural Affairs and the IUPUI Office of Diversity, Equity and Inclusion co-hosted the first Diversity Reception in an effort to help staff, faculty and community members make important connections for professional and personal development.
4. The Black Faculty Staff Council hosted the Finishing Freshman session to help nearly 100 first-year students connect to key

- offices and people on campus committed to their success.
5. The Black Faculty Staff Council also launched “Breakfast with the Chancellor” to facilitate meaningful dialogue at every level.
  6. The Office of Diversity, Equity and Inclusion gave more than 600 IUPUI faculty and graduate students institutional memberships to the Faculty Success Program of the National Center for Faculty Diversity and Development, an online mentoring program (August 2014 – May 2015). The memberships are designed to improve productivity, teaching and help participants successfully navigate research universities.
  7. IUPUI students continue celebrating diversity with annual events—building on the tradition begun in 1969 of the annual IUPUI Dr. Martin Luther King Dinner.
  8. The Office of Diversity, Equity and Inclusion 2014 Multicultural Planning Grant supported the following student-driven initiatives:
    - Asian Students United hosting the 3rd Annual Asian Heritage Dinner
    - Latino Student Association hosting the 7th Annual Cesar Chavez Dinner
    - African Student Association hosting the 7th Annual African Night: “Changing the Story”
    - LGBT Faculty Staff Council and the LGBTQ Student Alliance hosting the 5th Annual Harvey Milk Dinner

Partly as a result of these efforts, IUPUI in 2014 received prestigious national recognition for diversity, equity and inclusion. Here are a few examples:

- For the third consecutive year, IUPUI earned the Higher Education Excellence in Diversity Award presented by *Insight Into Diversity*, the oldest and largest diversity-focused publication in higher education.
- For the second year in a row, IUPUI received the Minority Access Diversity Award. This national award honors universities with a variety of diversity programs designed to support student success.
- The Africana Studies Program in the IU School of Liberal Arts at IUPUI received the Mary McLeod Bethune and Carter G. Woodson Award for Outstanding Service in the Promotion of Social Responsibility in Africana Studies from the National Council for

## Black Studies.

No matter how tangible the progress, we can never be satisfied. Our special opportunity as an urban university is to draw from the diversity of our urban community—an enormous social and educational resource in a city this size—so that learning, research and engagement are grounded in a deep cultural awareness that comes from living with diversity.

In this way, all—regardless of individual backgrounds and experiences—learn to appreciate the multiplicity of the human experience, becoming better prepared for engaged citizenship in a global society.

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CHANCELLOR CHARLES R. BANTZ

Send your comments to [chancellor@iupui.edu](mailto:chancellor@iupui.edu).

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