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


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.


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.


Fiscal Health

Reallocation Plan

Other Question(s)

1. Please describe faculty/staff participation in the planning process in your unit. What factors strongly influence your budget and planning priorities? Please give examples, which might include attracting and retaining undergraduates, strengthening graduate programs, building collaborative partnerships, increasing diversity in faculty and student populations.

The planning process for Diversity, Equity and Inclusion, (DEI) begins with a retreat at the beginning of the academic year, in August and another in April where follow-up is done and goals are outlined for the new academic year based on the ending year’s accomplishments. The entire staff of DEI is present and the directors who manage the various sections of Adaptive Educational Services, Community Network Partnerships, Multicultural Academic relations, Multicultural Success Center, Norman Brown Leadership Program report on activities and goals.

The factors that influence planning are the needs of faculty, staff and students as well as likelihood for campus community involvement as we move forward in making diversity a strategic priority touching all aspects of the campus mission.

Examples of Collaborations are listed below:
DEI collaborated with deans from the IU School of Medicine, Purdue School of Engineering and Technology, Purdue School of Science, IU School of Social Work, and the McNair Scholars program to secure student sponsorships for Compact for Faculty Diversity Institute on Teaching and Mentoring. The Compact for Faculty Diversity program is a partnership of regional, federal and foundation programs that focus on minority graduate education and faculty diversity. 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. In October 2009, 7 Ph.D. students, 2 McNair scholars, 6 mentors, and 3 recruiters from IUPUI attended the institute.

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.

AES and the School of Liberal Arts established a joint position, the Director of Interpreting Services. This director will also be the evaluator of interpreters for AES.

DEI worked to the Multicultural Pedagogy and Research Group Faculty to gain approval for the creation of the Chancellor’s award for Multicultural Teaching and the Diversity Scholar’s Award.

Worked with representatives from Center for Teaching & Learning, to secure funding, develop agenda, and identify facilitators for the Multicultural Teaching & Learning Institute (MTI) which focused on African American male success in the classroom.

Fostered collaboration between local community activist and IU School of Education regarding an interactive historic DVD and accompanying workbook project scheduled to be piloted in several Indianapolis Public School system schools in Fall, 2010.

Collaborated with the School of Informatics to work with students to develop web pages for each affinity council as part of capstone experience and/or classroom projects.

Collaborated with the Office of Emergency Preparedness to prepare an emergency plan for DEI and to keep the plan relevant.

Obtained contact information for over 200 undergraduate and pre-college students for IUPUI School of Engineering & Technology, National Society of Black Engineers (NSBE)-IUPUI Chapter, IUPUI Office of Graduate Studies, and IUPUI Office of Admissions.

Recruited at graduate school and NSBE pre-college initiative (PCI) college fairs during the NSBE National Convention.

2. How do the plans within your unit align with the President’s Principles of Excellence and the Chancellor’s Guideposts? Please describe your process for integrating your unit’s plans with those of the campus.

I. An Excellent Education
   1. Continue to improve educational outcomes, from freshman success through graduation.

II. An Excellent Faculty
   2. Continue to enhance faculty quality through recruitment, hiring, and support for teaching and scholarship.

III. Excellence in Research
   3. Advance achievements in graduate education and research.

DEI’s work with University College and the Multicultural Success Center aligns perfectly with these tenets. These entities will increase student participation, continue mentoring programs and liaison relationship with other units on campus. Additionally, the collaborations with areas such as the Center for Teaching and Learning and the Multicultural Pedagogy Group to establish the Chancellor’s Award for Multicultural Teaching, Research and Service.

IV. The International Dimension of Excellence
   4. Continue to deepen international partnerships and increase international activity.

The Multicultural Successes Center is promoting international partnership and activity through an anticipated trip with students to the Cameroon.
V. Excellence in the Health Sciences and Health Care
5. Continue to improve educational outcomes in all health sciences programs.
DEI will continue to work with the Graduate Office to increase diversity and participation in summer research programs dealing with STEM programs.

VI. Excellence in Engagement and Economic Development
6. Continue to enhance civic engagement, including economic development.
Continue to the work with Dialogue Group as well as the Office of Business Diversity to promote community engagement and partnerships.

VII. Excellence in Advancement
7. Increase the resource base through philanthropy, concluding a successful development campaign, and other strategies.
DEI currently works with foundation professional Carmen Bruner who has helped us to establish the Inclusion Excellence in Action Fund.

8. Improve the campus physical environment, including the quality and efficiency of current space, and create additional space to meet our needs.
The remodeling of the first floor of Taylor hall which provides, learning, teaching and meeting spaces for campus and community members is in keeping with this commitment.

IX. The Centrality of Information
9. Continue to expand the use of information technology in learning and research.

X. Responsible Stewardship of Indiana University’s Resources
10. Continuously improve the efficiency and effectiveness of academic and administrative processes.
Efficiency and effectiveness is found in our numerous collaborations, this saves capital and human resources. It also helps to promote success by having more stakeholders involved.

11. Enhance campus diversity via the Enrollment Shaping
To advance this initiative, DEI is worked with the Office of Admissions to set the frame work for a Latino Recruiter. DEI has helped to create partnerships with institutions such as Clark Atlanta University to provide a pipeline for underrepresented students. DEI also supports the works of the work of the pipeline programs at the Schools of Law, Engineering, Medicine, Dental and Nursing.

12. Increase communication about priorities and achievements with internal constituents to strengthen community and collaboration and with external stakeholders to attract funding and top talent.
The websites associated with DEI have been updated. DEI is also working to make them accessible to students with disabilities as well as accessible to Spanish speaking persons. These websites highlight activities and accomplishments such the Community Learning Network (CLN) receipt of 2.5 million dollar grant project to create full service community schools.

3. What longer-term trends (5-10 years) exist in your discipline/field that will affect your unit?
Continuing to broaden the concept of diversity will affect how DEI continues to operate. Years ago, diversity was mainly seen as a black-white issue, now universities must consider, sexual orientation, religious affiliation, ethnicity, as the status of students such as disabled or returning veteran.
Another trend affecting diversity is the advancement of the belief of “Post Racial” society following the election of Barack Obama as President of the United States. Many people naively think that his rise to the Oval Office signals that the US is now colorblind and that inequity, racism or marginalization no longer exists as obstacles which need to be combated. DEI must acknowledge this assertion of Post Racial American, but continue to work for diversity, equity and inclusion at all levels of campus.

4. If the University experiences further budget cuts, what existing and emerging programs/initiatives in your unit will be your highest priorities?

DEI’s highest priorities will be to expand on the work of the Multicultural Success Center as it utilizes its newly remodeled space to train students in leadership, promote academic excellence and provide opportunities for members of campus to collaborate. Additionally, DEI will continue to:

- Work with University College to promote student success and persistence to graduation.
- Provide services for students through the Adaptive Educational Services Office (AES).
- Connect with community entities in order to partner in ways that benefit the community and the IUPUI campus.
- Promote business diversity so that the number of women owned business and minority owned businesses continues to play important roles in the universities’ vendors, supplier or service provider chain.