

Indiana University

Diversity Works

A Newsletter from the Office of the Vice President for Diversity, Equity, and Multicultural Affairs

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Sign up to receive e-mail notice when a new issue of *Diversity Works* is posted.

DIVERSITY WORKS AT IU: What is your unit or department doing to advance diversity and equity at IU? Please send us your stories by e-mail to dema@indiana.edu. Be sure to include "Newsletter" in the subject line.

The office of the **Vice President for Diversity, Equity, and Multicultural Affairs (DEMA)** is responsible for a diverse array of programs, services, and activities that transcend campus, academic, and administrative boundaries. Our mission is to serve as an effective advocate for underrepresented students, faculty, and staff and to provide programs and services that promote excellence through diversity, equity, and culture at Indiana University.

Welcome from Vice President Edwin C. Marshall

Dear Friends,

Welcome to the debut issue of Diversity Works, a newsletter that will share with you how diversity works at Indiana University. When I became vice president for Diversity, Equity, and Multicultural Affairs in 2007, my overarching priority was to support the continued development of racial, ethnic, and cultural diversity throughout the university. Through collaboration and cooperation across units and campuses, we are seeing the positive results of our efforts.

In the fall of 2008, we advised on the implementation of the **Campus Diversity Plans** for all IU campuses. These plans addressed institutional leadership and commitment; curricular and co-curricular transformation; campus climate; and representational diversity. On the Bloomington campus, we celebrated the 10th anniversary of the **Asian Culture Center**, the 20th anniversary of the **Hudson & Holland Scholars Program**, and the 40th anniversary of the **Groups Student Support Services Program**, which is profiled in this issue. We also doubled the number of **IU-HBCU STEM Summer Scholars**. During the Circle City Classic Weekend in Indianapolis, we initiated the "**Classic IU**" pre-collegiate program to help underrepresented middle and high

school students prepare to enroll at IU. In conjunction with President McRobbie, the **President's University Diversity Initiative** awarded \$1 million to fund proposals that foster diversity and equity on 7 IU campuses. I invite you to visit our new Web site at www.indiana.edu/~dema for a full overview of our programs and services.

In January, I was honored to join President McRobbie and Board of Trustees President Steve Ferguson in witnessing the Inauguration of our nation's 44th president. You can read my personal reflections on this unforgettable moment in our nation's history in our **News** section. No matter what our differences may be, we have a precious opportunity to come together in a shared purpose. As we face difficult challenges to our economy and security, we must realize that we can prevail by deepening our commitment to diversity and equity. Let us continue striving together to envision a better world, believe in its possibility, and achieve its attainment. The journey ahead demands no less.

Edwin C. Marshall
Vice President for Diversity, Equity, and Multicultural Affairs

Diversity Dividends: DEMA Highlights

What does DEMA do? Here are a few highlights from the past year. For more details on all our programs and services, please visit our new **Web site**.

In 2008, DEMA:

- Collaborated with the **Office of Enrollment Management** to increase the number of underrepresented minority students enrolling at IU and sending a letter to admitted underrepresented minority students to encourage their enrollment at IU
- Increased the number of entering 2008 **Hudson & Holland Scholars** who are also Bloomington **Adam W. Herbert Presidential Scholars** to 18 of 54 (33%)
- Submitted a successfully funded proposal, "Understanding Sustainability from the Ground Up: The World of Water" to The Harris Foundation to conduct a 2009 Exxon Bernard Harris Summer Science Camp at Indiana University for 6th, 7th, and 8th grade students. One of 30 universities and institutes selected nationwide to host the **Summer Science Camp**.
- Appointed a university-wide committee to review and make recommendations on the 22 eligible proposals submitted under the **President's Diversity Initiative** and sending award notices under the \$1 million President's Diversity Initiative to 12 successful applicants from 7 campuses
- Collaborated with **University Human Resource Services** to conduct training sessions for DEMA executive staff on organization development using the 4 Disciplines of Execution model
- Convened a university-wide meeting of campus diversity officers, affinity group representatives, and the **Ivy Tech** presidential assistant for diversity and community relations

- Co-convened with **City of Bloomington** the IU Bloomington Diversity Roundtable to begin regular discussions on community climate
- Continued aggressive collaboration with IU Bloomington academic units to facilitate hiring of underrepresented minority faculty under the **strategic hiring initiative**
- Doubled the number of **IU-HBCU STEM Summer Scholars** from 11 in 2007 to 22 in 2008 and increased the number of HBCU partner institutions represented from 5 to 8
- Recruited from the 2007 IU-HBCU STEM Summer Scholars cohort the first **Herbert Presidential Scholar** Ph.D. student in neurosciences

Thank you to everyone who has worked on these and other diversity initiatives. Your efforts help us all by fostering a learning environment of inclusion and mutual respect. Let's keep moving forward in 2009!

IU Selected for Exxon Bernard Harris Summer Science Camp

Science and math are among the most powerful tools we possess for understanding and improving our world. Yet, according to a Congressional task force study, the United States will have a shortage of more than 500,000 scientists and engineers by the year 2010. The National Science Board estimates that the United States will need an additional 1.9 million science workers in the next 10 years. Without those workers, the economy may continue to suffer, and Americans may face a lower standard of living. At this critical juncture in our nation's history, a commitment must be made to educating our youth in the science, technology, engineering, and math (STEM) disciplines in the early grades.

This effort is even more crucial for historically underrepresented students. African Americans make up 6.2 percent of scientists and engineers, well below the 10.7 percent they represent in the workforce, according to the Commission on Professions in Science and Technology. Of the 3.4 million scientists and engineers who were employed in the traditional science and engineering occupations, only about 10,000 (0.3%) were Native Americans. The National Center for Educational Statistics found that Latinos account for only 3 percent of U.S. scientists and engineers, even though they represent 14 percent of the population.

To help meet these challenges, DEMA submitted a recently funded proposal to host an ExxonMobil Bernard Harris Summer Science Camp in July 2009. "Understanding Sustainability from the Ground Up: The World of Water" will introduce students to the concept of sustainability by focusing their attention on water, the natural resource they are most likely to take for granted. Click [here](#) to read the news release about the Summer Science Camp. For more information on the **ExxonMobil Bernard Harris Summer Science Camp**, contact Paul Edwards, IU Camp Program Director: pdedward@indiana.edu.

Across IU:

President's Diversity Initiative Awards \$1 Million to 7 IU Campuses

In January, IU President Michael McRobbie announced that the university was awarding \$1 million through the President's University Diversity Initiative to fund 12 projects that will strengthen racial, ethnic and cultural diversity at seven IU campuses. President McRobbie

announced the \$1 million diversity initiative in September, inviting units from all IU campuses to apply for funding. A 10-member committee, appointed by Vice President Marshall, rated the proposals and recommended 12 for funding.

"I was very encouraged by the response and by the innovation and creativity that were demonstrated in the proposals that were submitted," Vice President Marshall said. "The primary focus was on student recruitment and persistence, but we also saw proposals addressing faculty recruitment and engagement with the larger communities in which we work. There was a very broad approach to addressing diversity."

The committee, with representatives from IU Bloomington, Indiana University-Purdue University Indianapolis and regional campuses, considered 22 proposals, a number that had already been pared down by campus-level reviews and efforts at coordination. Panelists scored each proposal on a 100-point scale, with the highest-scoring projects selected for funding.

An "incidental benefit" to this process has been the resulting spirit of collaboration among people at the university, Marshall said. "We saw academic departments talking to each other, schools talking to other schools. It helps create a certain level of energy around the topic of diversity."

The proposals built on **campus-specific diversity plans**, initiated in 2007, that outlined steps needed to increase the number of under-represented minorities among students, faculty and professional staff. The grants range from \$29,000 to \$122,000. Projects are funded for one, two or three years.

Projects selected for funding include:

IU Bloomington

A proposal from the University Graduate School and Office of Enrollment Management to help prospective undergraduate and graduate students experience the campus and learn about its academic programs, student organizations, and mentoring and support structures. The project also will increase faculty diversity by building on IU Bloomington's Future Faculty Teaching Program.

A Department of Chemistry project with the National Organization for Professional Advancement of Black Chemists and Chemical Engineers to recruit minority students into sciences, promote networking and mentoring, and expose students to minority science leaders.

A Department of Chemistry project with the Student National Medical Association to sponsor a lecture series on diversity in medicine, collaborate with diversity organizations to sponsor networking events, and establish relationships with colleges and universities that serve large numbers of black, Hispanic and American Indian students.

Expansion of mentoring programs, access to information about graduate programs and study-abroad options through the Hudson and Holland Scholars Program and the Office of Mentoring Services and Leadership Development.

IU East

A project to establish first-year seminar for students. Funding will pay to train faculty, recruit and train peer mentors, provide diversity-related professional development and field trips and develop a brochure to showcase the seminar.

IU Kokomo

A science camp for minority middle-school students and a summer bridge program for minority high school students. The project will expand minority participation in science, nursing, education, public affairs and business programs at IU Kokomo.

IU Northwest

Creation of a New Student Success Program for first-year students. The proposal from the Office of Diversity and Equity will include enhanced student orientation and retention support for underrepresented students, with a focus on minority males.

IUPUI

A project to make participation in the IUPUI University College Summer Academy Bridge Program more feasible for students from under-represented populations and low-income families.

An initiative to accelerate recruitment, retention and time to graduation for under-represented students in the Purdue School of Engineering and Technology and create a faculty-supervised peer mentoring program.

Development of future leaders among faculty of color in the IU School of Medicine.

IU Southeast

A project to increase representational diversity among faculty, develop faculty leadership in transforming curriculum and promote community partnerships.

IU South Bend

An expansion of student enrollment in the IUSB Leadership Academy.

To learn more about campus diversity across IU, please visit [IU Campus Diversity Offices](#).

DEMA in the News

Vice President Marshall has written about his experience attending the inauguration of President Obama. His column appeared in the [Bloomington Herald-Times](#) (January 25, 2009) and in other publications. Read his [Reflections on the Inauguration of President Obama](#). Vice President Marshall was among the 17 [Men of Distinction](#) selected from across the state by the [Indiana Minority Business Magazine](#) (Fourth Quarter 2008), and he appeared with IU and community leaders to discuss Indiana and the Inauguration on WFIU's [Noon Edition](#).

The guiding beliefs of President Obama derive from the teachings of Dr. Martin Luther King, Jr. and of Mahatma Gandhi in that each of us has a responsibility to be an agent of the change that we want to see in the world. My personal take away from that cold day in January was that we can and we did, but that was just the beginning. The foundation for change has been laid, but each one of us that may have gathered on the mall, watched on television or streaming video, listened on the radio, or otherwise vicariously joined in the moment must continue to do our part in sustaining the belief of hope and the will of spirit to help make this nation and this world a better place for all. -- Edwin C. Marshall, "Reflections on the Inauguration of President Obama"

Director of Diversity Education Eric Love was the featured guest on WTIU's [Weekly Special](#), where he discussed a variety of initiatives committed to increasing diversity and equity at IU.

In our continuing effort to reach out to underrepresented students and their families, DEMA has created a series of print advertisements that highlight our programs and services. DEMA ads have appeared in local and state publications, including the [Indiana Minority Business Magazine](#), and the [Indianapolis Recorder](#).

Diversity Spotlight

Janice Wiggins, Director, Groups Student Support Services

Q: What has been your most rewarding experience working at IU?

A: *As an administrator for over 25 years, being able to serve underrepresented students for 12 years in the Groups Program has been my most rewarding professional experience. The majority of these students are first generation and low income, and they are tremendous. It is so refreshing to see so many students who appreciate the opportunity to be in college. So many never dreamed that this would happen in their lives. It is enormously rewarding to be a part of providing this opportunity and working with a staff dedicated to helping these students succeed.*

Education:

M.S. Indiana University, Bloomington. Educational Psychology. Major emphasis in Psychological Assessment and Child Development

B.S. IU Bloomington. Major in Psychology, minor in Sociology

IU Career:

Wiggins's more than 30-year-long career at IU Bloomington includes serving as Senior Associate Director of the Career Development Center and Director of Career Counseling and Director of the Cooperative Education Program. In 1996, Wiggins became the fourth director of the Groups Program, which annually admits first generation, low income and physically challenged students to IU Bloomington. In the fall of 2008, Groups celebrated its 40th anniversary of helping students succeed. For more information on the Groups Program, click [here](#), and visit our [FAST FACTS](#) page.

Selected Honors and Awards:

In 2004, Wiggins garnered the governor's highest service award, the Sagamore of the Wabash. She has been honored with numerous other awards during her distinguished career, including:

- Serving as Consultant to the Counseling and Psychological Division at Witwatersrand University, Johannesburg, South Africa
- Who's Who in the Midwest
- National Distinguish Service Registry: Counseling and Development
- Indiana Association of Women in Education (IAWE) Distinguish Service Award
- "Shoemaker Special Merit Award" from the Indiana University Division of Student Affairs
- Institutional Development and Student Service Division Outstanding Service Award
- I-MAOEPP State Association's "LaVerta Terry Outstanding Service Award"
- MLK Building Bridges Award

Thank you to Janice and all the Groups Program staff who ensure that diversity works at IU!

To nominate an IU staff or faculty member for the Diversity Spotlight, e-mail dema@indiana.edu.

Speaking up at the State Department

Students from the Groups Program have achieved success both after and during their time at IU. Currently, there are two interns in Washington, D.C.

Christopher (Chris) Dilworth is a graduate of Northrop High School in Fort Wayne, IN. In 2004 he became a participant of the Groups Student Support Services Program. He is a senior majoring Communications Studies on IUPUI's campus. He is currently an intern with the Department of State in the Human Relations Division and plans to attend law school after graduation.

Zahra Ayoubi is a graduate of Pike High School in Indianapolis IN. In 2005 she became a participant of the Groups Student Support Services Program. Zahra was born in Afghanistan but grew up in Pakistan from the age of six. She and her family moved to the US in 2001, and her sister was a 2001 Groups participant. Zahra is also an intern with the Department of State in the Human Relations Division and plans to attend law school after graduation.

To read the questions Chris and Zahra asked Secretary of State Hillary Clinton, click [here](#).

I joined Indiana University as a Groups Program student in summer 2005. I must admit that the Groups Program opened many doors of opportunities for me. As a minority student who moved to the United States in 2001, I had many difficulties not only with the English language (writing and speaking), but also lacked some interpersonal skills. The Groups Program helped me tremendously with both my English and interpersonal skills. I learned to write professionally, and was able to interact with many people both at professional and social levels. Indiana University has taught me to be independent, and that is the reason that I feel very connected to both IU and the Bloomington community. Indiana University offers many opportunities to its students through the outstanding support of the dean of students, professors, advisors, and programs such as Groups and the Washington Leadership Program, through which I am able to intern in Washington, D.C.

I am interning at the Department of State as an Intern Activities Coordinator. My job is to plan activities for all the interns of the Department of State that would enrich their experiences while working at the Department of State.

Since I started my internship after President Obama's inauguration, it has been amazing. I was in Secretary Clinton's first Town Hall Meeting with all the other employees of the Department of State, but I actually went up to the aisle to ask her a question. I was nervous at first, but then I was okay once I started speaking.

I have had many opportunities to explore my career options in government as well as meet many important people. Washington, D.C. is a great place for people who want to be close to our government and actually participate in the changes. While working for the government, I have realized that it is very different than what we learn from the books; therefore, I encourage anyone interested in working for the government to try to intern or shadow someone working in D.C. and make connections (which is very important), before they make a decision.

I have many goals for the semester while interning at the Department of State, and one of those goals is to plan for the Secretary of State to speak to all the interns about different career options that Department of State can offer them. I am really looking forward to that day!

--Zahra Ayoubi

Informatics Launches New Research Scholars Program

The **School of Informatics** held a January celebration and kick-off workshop for its new Research Scholars Program, which targets underrepresented students who want to develop research experience as an undergraduate. All undergraduate women and minority students in Informatics and Computer Science were invited to apply, and more than one third of these students submitted applications. To browse the Research Scholars Program photo album, click [here](#).

Eighteen undergraduates were selected for the spring 2009 semester. Each team of two students is paired with a PhD mentor who introduces them to significant issues in research. The mentor engages the student team in a research project that will be featured in a poster presentation at the end of the spring semester. In addition to five hours a week of research and regular mentor meetings, the Informatics Research Scholars will participate in three professional development seminars on research and career options after graduation.

The Research Scholars Program was funded with seed money from the Dean of the School of Informatics Bobby Schnabel. Dr. Maureen Biggers, the new assistant dean for Diversity and Education, serves as coordinator.

"We are very excited about this new undergrad research program that targets underrepresented women and minority students in our field," said Dean Biggers, who began her tenure as the new assistant dean in 2008. Before coming to IU, she was assistant dean for Diversity and Community and director of the Diversity Research Lab at the Georgia Tech College of Computing. Dean Biggers is also project manager for the National Science Foundation Broadening Participation in Computing Alliance for the Advancement of African-American Researchers in Computing, and a member of the leadership team for the National Center for

Women & Information Technology. For more information on the Research Scholars Program, e-mail at biggersm@indiana.edu.

Visit the DEMA Web site for more [Diversity Contacts](#) at IU Bloomington.

In Your Interest

HBCU-STEM (Science, Technology, Engineering, Math) Summer Scholars Institute May 29-July 31, 2009

The HBCU-STEM Summer Scholars Institute is an eight-week program held at the IU Bloomington and IUPUI campuses. It enrolls select HBCU and IU students who engage in continuous, substantive research at the Institute and their universities. Other activities include technical writing training, GRE preparation, and opportunities for colloquia with STEM Initiative faculty and professionals. Summer Scholars live in IU housing and receive a \$4,000 stipend, plus room and board. For an application, visit our Web site: stem.indiana.edu/summerinstitute/application/.

Learn about philanthropy this summer in D.C.

The Aspen Institute Program on Philanthropy and Social Innovation offers a paid internship to introduce a diverse group of students to issues and challenges affecting nonprofit organizations, philanthropy, social enterprise, and other actors in the social sector. The [William Randolph Hearst Endowed Fellowship for Minority Students](#) is open to undergraduate and graduate students of color and is offered three times a year (fall, spring, and summer semesters) at the Aspen Institute's office in Washington, D.C. Visit their site for complete details: www.aspeninstitute.org/psi/hearst.

Hispanic Fund Scholarships

Last year the Hispanic College Fund awarded \$2 million to more than 615 students nationwide. More than 80 percent of the scholarships that were awarded were for students studying business, science, technology, engineering, and math. The minimum eligibility criteria for HCF scholarship programs are:

- Must be a U.S. citizen or a permanent resident residing in the 50 states or Puerto Rico
- Must have a minimum GPA of a 3.0 on a 4.0 scale
- Must be enrolled as a full-time undergraduate student from Fall 2008 - Spring 2009
- Must be enrolled in a college or university in the U.S. or Puerto Rico

Each scholarship program has its own set of criteria. Each scholarship application site will state the full list of requirements for each program. Please visit the site for an application: www.hispanicfund.org/scholarships/.

\$15 million gift to Kelley School will create scholarship program for underrepresented minorities

The Kelley School of Business at IU Bloomington has announced a [new scholarship program](#) to create opportunities for underrepresented minority students and improve the inclusiveness of the Kelley School. The scholarship program was made possible with generous support from

Kelley alumnus William R. Fry. For more information on this and other diversity programs at the Kelley School of Business, contact Malik McCluskey, director of the Office of Diversity Initiatives at mmcclusk@indiana.edu.

DEMA is compiling a resource list of selected scholarships, fellowships, and internships to underrepresented students. Please e-mail any items to dema@indiana.edu. Be sure to include "In Your Interest" in the subject line.

Kudos! Christiane Medrano Wins National Award

Christianne ("Chris") Medrano, a doctoral student in **Higher Education Administration** at the **IU School of Education**, has received the William E. Brattain Scholarship awarded by the **National Association for Campus Activities** (NACA). Chris and her mother fled the war in Nicaragua and sought asylum in the US. She became a campus programmer while at Miami-Dade Community College (FL), where she served on the Student Allocation and Programming Board. She continued her involvement at the University of Florida, where she was active in the Hispanic Student Association, in sorority activities, and in the NACA.

At IU, Chris served as first author for the National Multicultural Greek Council Resource Manual for Fraternity and Sorority Advisors. She conducted research on the college selection and admissions process for undocumented college students and on Thomas I. Atkins, the first Black IU student body president and the first to serve in this capacity of all the Big Ten Schools. Chris submitted a paper with her advisor, Dr. Vasti Torres, and their research team on "The Connections between Latino Ethnic Identity and Adult Experiences," and she is currently working with Dr. Sylvia Martinez and our research team on another paper, "The Influence of Family Dynamics on Racial/Ethnic Identity among Adult Latinas."

As a DEMA staff member and graduate assistant, Chris works on program planning. "I love doing it! Currently we are working on coordinating the Graduation Ceremonies for the Spring Graduation." Congratulations to Chris!

Make a Date: Culture & Diversity Calendar

The **DEMA Culture & Diversity Calendar** offers an overview of events and activities sponsored by our units, including the **African American Arts Institute**, **La Casa/Latino Cultural Center**, the **Asian Culture Center**, the **Neal-Marshall Black Culture Center**, and the **First Nations Educational Cultural Center**.

DEMA will also spotlight selected events for the following Heritage Months:

- Women's History (March)
- Asian Pacific Heritage Month (May)
- Hispanic Heritage Month (Sept. 15-Oct. 15)
- Gay Lesbian Bisexual Transgender (GLBT) Pride (June)
- A Celebration of Disability Culture (October)
- American Indian Heritage Month (November)

Members of the IU community can submit items of interest throughout the year. Please send your event details to Ochmaa Escue, DEMA calendar coordinator, at oescue@indiana.edu.

Bookmark the [DEMA Culture & Diversity Calendar](#).

Discover the DEMA Family

Visit DEMA programs for more news on how diversity works at Indiana University.

- [Academic Support Centers](#)
- [African American Arts Institute](#)
- [Asian Culture Center](#)
- [Community & School Partnerships Program](#)
- [First Nations Educational & Cultural Center](#)
- [Groups Student Support Services](#)
- [Hudson & Holland Scholars blog](#)
- [La Casa Latino Cultural Center](#)
- [Neal-Marshall Black Culture Center](#)
- [Office of Diversity Education](#)
- [Office of Mentoring Services & Leadership Development](#)
- [Office of Strategic Hiring & Support](#)
- [Twenty-First Century Scholars Program, IU Bloomington](#)
- [Twenty-First Century Scholars Program, Regional](#)