

2006 Annual Doubling Diversity Report
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Charge:

What aspects of the charge to your council have provided the foci for your work and what specific goals have you been pursuing?

The Chancellor's Diversity Cabinet received its charge from Chancellor Bantz December 4, 2003 to identify how we can double our achievements in diversity. Achievements in diversity have focused on the 13 diversity goals designed to achieve our Campus Vision For Diversity (See Attached Appendix A).

Since 2004 our focus toward doubling diversity has been to strengthen the campus wide commitment and leadership through the distribution of best practices via annual campus conferences on diversity and the establishment of a "Good Works" resource website of all the good diversity work occurring at IUPUI

(http://www.iupui.edu/diversity/docs/Achieving_Diversity_4_15_2006.pdf). Additionally we have continued to focus and improve our approach to assessment, planning and performance measurement which garnered a 2006 City of Indianapolis Mayors Award (http://www.iupui.edu/news/releases/060210_mayors_award.htm) .

An Integrated Doubling Approach:

How have you approached each of these goals, i.e., what activities have you pursued related to each goal?

In January 2004 a Doubling Diversity Committee of the Diversity Cabinet was formed which included members of the Diversity Cabinet and each of the chairs of the other three Doubling Taskforces. The Doubling Diversity Committee met through out Spring 2004 and engaged members of the other taskforces to ensure that as each taskforce responded to its charge they would advance the campus vision of diversity. As a result, each Doubling Taskforce (Teaching & Learning, Civic Engagement, Research) included objectives and strategies designed to advance the campus vision for diversity.

Since 1999, the following activities have occurred intended to advance the Diversity goals:

- 1999 Campus Climate Study Conducted
- 2000 Established Chancellors Diversity Cabinet
- 2000 Began Annual Reporting of the State of Diversity at IUPUI
- 2002 Established Vision For Diversity
- 2003 Established Diversity Performance Indicators & Specific Action Items
- 2003: Established Taylor Awards
- 2003: Launched Diversity website
- 2005: Held First University Conference on Diversity
- 2005: Promoted Best Practices & Directory of Diversity Practitioners
- 2005: Held IUPUI Campus Conference on Diversity
- 2006: Held Campus Meeting To Discuss Development of A Campus Planning Framework For Diversity
- 2006: Completed "Achieving Diversity Report" (Institutional Snap Shot)

Results:

What evidence have you collected and considered for each of your goals and what variables are you tracking to assess progress?

Progress towards the campus vision and goals for diversity is issued annual in the "State of Diversity Report". The most recent report can be found on line at:
http://www.iupui.edu/administration/chancellorsnews/state_of_diversity_06.pdf .

Next Steps:

What have you learned in connection with each goal, and what actions are being taken to address your findings?

Our findings are based upon the Cabinets interpretation of data as outlined by eight diversity performance indicators which were developed and reviewed annually by the Diversity Cabinet. The eight performance indicators are listed in Appendix A. We have learned that many of the indicators have remained at a "Yellow" or cautionary level and that more indicators have slipped to "Red" or an unsatisfactory level of performance.

As such, a more systematic and institutionalized approach has been recommended to improve our overall performance. A new era of planning and focused action is recommended for 2006-07 which would result in the development, implementation, assessment and continuous improvement of a Campus Diversity Plan.

The proposed objectives of a Campus Diversity Plan are:

- Increased faculty, staff, and student awareness of and commitment to the campus vision for diversity
- Identification of key goals, action steps, responsible units and individuals, a time frame for action, and assessment of effort which will work toward realizing our campus vision for diversity
- All diversity performance indicators will be judged by the Diversity Cabinet to be either at an acceptable level or clearly heading in the right direction and not requiring any immediate change in course of action including established continuing support provided to sustain momentum.

Campus Engagement

With what other groups or individuals has your council engaged to pursue its goals and objectives? Are there any other groups or individuals you hope to engage in the coming months?

Since 2004, the Chancellor's Diversity Cabinet has met with the **chairs of the other Doubling Task Forces** to specifically discuss how each of the other Task Forces intended to infuse the campus vision and goals for diversity into each of their areas of responsibility. The Cabinet has also met with **department heads who are directly responsible for advancing our performance** as outlined by the Diversity Performance Indicators. The Cabinet has also met with leaders of the Indianapolis African-American and Hispanic communities through an annual **meeting with the Chancellor's Dialogue Group**.

In the coming months as part of the development of a Campus Diversity Plan the following groups/individuals will be engaged:

Faculty/staff/student governance
Vice Chancellors/Deans/Directors
The Chancellors Diversity Cabinet
School Based and Administrative Unit Based Diversity Committees
Community Leaders
The members from the other Doubling Task Forces

Appendix A Diversity Vision, Goals, Performance Indicators

The Vision For Diversity AT IUPUI:

At Indiana University Purdue University Indianapolis (IUPUI), diversity means three things: (1) diversity is an educational and social asset to be reflected in our learning and work objectives; (2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and (3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.

When IUPUI began in 1969 as a newly constituted, shared campus of Indiana University and Purdue University, it was established in a historically African American neighborhood close to the center of Indianapolis and adjacent to Indiana Avenue, the home of the Madam C. J. Walker Theater. The new Urban League building is now also located there, thus linking the campus with a rich African-American tradition that has been a founding value. As a new kind of urban university committed to local engagement, the campus continues its determination to provide access to all citizens who historically have been underrepresented in Indiana's system of post-secondary education. That vision remains a vital part of the campus' mission and is reaffirmed in this Vision for Diversity at IUPUI.

As Indiana's urban research university, IUPUI has a responsibility to use education to transform the lives of individual citizens for the improvement of the entire statewide community, to develop the human potential of all people in Central Indiana for their personal and social advancement, and to create a civil community of learning where difference can be understood, respected, and practiced with dignity by each of its members. Diversity at IUPUI is an educational asset to be used and replenished, and it is an economic and social necessity. When diversity is understood and embraced, IUPUI can benefit from higher levels of communication, teamwork, and optimism.

IUPUI is committed to promoting an environment that respects and celebrates diversity, that appreciates individual differences, and that builds on collective talents and experiences for the benefit of the larger societal good. Accordingly, IUPUI's view of diversity goes well beyond facilitating equality of opportunity. It supports the fullness of diversity—creating systems that encourage creativity and innovation; sensitizing people in the organization to issues of culture; and creating an environment that supports multiple perspectives and initiatives.

By reflecting in its own numbers the diversity of the city, state, and world of which it is a part, IUPUI will create opportunities for access and achievement for all of its citizens. By engaging diverse learners, teachers, researchers, scholars, clinicians, and staff with each other in reflective and intentional goals, IUPUI can better prepare graduates for citizenship, for work, and for personal fulfillment. Through the continuing education of all its constituents, IUPUI is committed to raising the academic community's awareness of itself and its potential to change and improve.

Within the Indianapolis metropolitan region, IUPUI will seek through education to be the catalyst for creating a quality of life among the best in the United States. Its location at the state's crossroads, amid Indiana's historic African-American cultural center and near new

Hispanic communities, will help assure that Indianapolis is a city of the future in which all citizens have the capacity to succeed to the fullest extent of their potential, independent of any characteristics that might differentiate one from another.

Goals To Achieve The Vision:

1. Recruit, retain, and graduate diverse students proportionate to their representation in Indiana in accord with the service mission of each school; those schools with statewide missions will have goals reflective of the state whereas other schools will have goals reflective of Central Indiana.

2. Recruit, retain, advance and recognize a diverse faculty and staff reflective of each unit's mission 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.

3. Recruit, retain, and promote a diverse senior leadership among faculty, administrators, staff and students.

4. Create an internationally diverse community engaged globally through enrolling students from other nations, providing a variety of opportunities to study abroad, and collaborating with other universities.

5. Provide a civil learning and work environment free from discrimination and intolerance so that each member of the IUPUI community can succeed to the highest level of their potential. IUPUI will set high expectations for personal conduct and achievement and maintain high standards for rewarding accomplishment.

6. Offer a physical environment free from barriers that would limit the ability of students, faculty, and visitors to participate fully in the life and work of the IUPUI community.

7. Ensure curriculum content and pedagogical strategies that reflect a commitment to diversity.

8. Develop and maintain library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or the restriction of access to scholarly materials.

9. Engage in research that is mindful of the rich patterning that is characteristic of the human condition.

10. Promote culturally competent practice in the professional schools.

11. Coordinate the diversity efforts of IUPUI to enhance their cumulative initiatives and

establish the measures and means to assess institutional progress in meeting these objectives; report publicly on progress annually; revise its objectives, strategies, and goals as necessary to achieve its vision.

12. Develop programs and activities that increase the sense of diversity in the arts and the aesthetic dimensions of the campus.

13. Develop co-curricular programs and interdisciplinary activities that increase the sense of diversity on campus.

The Diversity Performance Indicators:

In order to monitor progress toward achieving our vision for diversity eight indicators were developed and reviewed annually. The eight indicators of diversity include:

- Recruitment & Enrollment of a Diverse Student Body
- Retention & Graduation of a Diverse Student Body
- Engagement of students, through the curriculum and co-curriculum, in learning about their own and other culture and belief systems.
- Diversity in research, scholarship, and creative activity.
- Contributions to the climate for diversity in Indianapolis, central Indiana and the entire state.
- Recruitment, development, and support of diverse faculty and staff
- Engagement of the campus community in global issues and perspectives
- Student, faculty, and staff perceptions of the campus climate for diversity