

## Diversity Statement

*Indiana University East is an inclusive and welcoming campus that recognizes, celebrates and embraces differences and commonalities. This includes, but is not limited to, culture, language, ethnicity, race, religion, political opinion, socio-economic status, ability, sex, gender, gender identity, sexual orientation, veteran status, age and life experience. We are creating a learning and work environment in which people benefit from interaction with one another. At IU East civil rights and civil liberties set the boundaries for respectful discourse and action. As we build an inclusive campus, Indiana University East will continue to engage in dialogue and commit the time, resources and leadership which will aid the continuous growth of respect for human rights of all peoples and cultures through curricular, co-curricular and administrative activities.*

Diversity Plan 2014-2016

**A. Institutional Leadership and Commitment**

| TIME<br>FRAME  | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES &<br>PROCEDURES | PERFORMANCE INDICATORS &<br>ACCOUNTABILITY |
|--|--------------|------------|---------------------------------------|--|
| <p>Goal A.1:<br/>Create an expectation that all faculty and staff are aware of diversity issues and contribute in some way to promoting diversity on campus.</p>                                 |              |            |                                       |  |
| <p>Action Item A.1.1 Maintain the Diversity section on faculty annual reports and on staff annual evaluations. Communicate the importance of completing this section to all evaluated staff.</p> |              |            |                                       |  |
| TIME<br>FRAME  | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES &<br>PROCEDURES | PERFORMANCE INDICATORS &<br>ACCOUNTABILITY |
| <p>Action Item A.1.2 Supervisors create a list of examples in which faculty/staff may engage in diversity and make recommendations during annual meetings with faculty.</p>                      |              |            |                                       |  |
| TIME<br>FRAME  | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES &<br>PROCEDURES | PERFORMANCE INDICATORS &<br>ACCOUNTABILITY |

Action Item A.1.3 Supervisors meet with faculty/staff at the beginning of the calendar year and discuss or recommend diversity-related activities in which faculty/staff might engage during the upcoming year.

Goal A.2: Empower offices and individuals to plan and deliver diversity activities and events for the campus, ideally at a variety of times.

Action Item A.2.1 Maintain the budget for diversity-related events and activities (\$20,000 per fiscal year)

| TIME FRAME | FISCAL NEEDS             | CHALLENGES | ASSESSMENT STRATEGIES & PROCEDURES | PERFORMANCE INDICATORS & ACCOUNTABILITY |
|------------|--------------------------|------------|------------------------------------|---|
| ONGOING    | \$20,000 PER FISCAL YEAR |            | USE OF THE FUNDS                   | COMPETITIVENESS OF PROPOSALS            |

Goal A.3 IU East will maintain existing collaboration with the community on diversity related events, and advertise its commitment to diversity.

Action Item A.3.1 Maintain annual MLK breakfast

| TIME FRAME | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES & PROCEDURES | PERFORMANCE INDICATORS & ACCOUNTABILITY |
|------------|--------------|------------|------------------------------------|---|
|            |              |            |                                    |   |

Action Item A.3.2 Coordinate the Diversity Calendar:

Patti Crawford will serve as the point person for all diversity related events, so that diversity events are not scheduled at conflicting times.

| TIME<br>FRAME  | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES &<br>PROCEDURES | PERFORMANCE INDICATORS &<br>ACCOUNTABILITY |
|--|--------------|------------|---------------------------------------|--|
| Action Item A.3.3 IU East will create a stairstep item for the student's NSO folder. |              |            |                                       |  |
| TIME<br>FRAME  | FISCAL NEEDS | CHALLENGES | ASSESSMENT STRATEGIES &<br>PROCEDURES | PERFORMANCE INDICATORS &<br>ACCOUNTABILITY |
| MARCH<br>2014  | \$500        | TIMING     | COMPLETION OF STAIRSTEP               |  |

**B. Curricular and Co-Curricular Transformation**

We hope to incorporate diversity as a pervasive aspect of the curriculum. Our vision is that diversity is not viewed as a pesky exercise that must be completed at certain days, or within certain months, but is rather an integral aspect of human civilization. The faculty at Indiana University East have taken the approach to include the diversity-learning objective into the General Education Framework. This learning objective should be addressed through a variety of means that are specific to each degree program.

| <b>TIME FRAME</b>  | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp; ACCOUNTABILITY</b> |
|--|---------------------|-------------------|---|--|
| Goal B.1 Assess Learning Outcome #4, “Students will demonstrate the ability to relate within a multi-cultural world.”                            |                     |                   |   |  |
| Priority Action Item B.1.1 Each School assesses the diversity-learning objective aspect of the General Education                                 |                     |                   |   |  |
| <b>TIME FRAME</b>  | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp; ACCOUNTABILITY</b> |
| Action Item B.1.2 The General Education Assessment Committee reviews the Schools’ assessment reports regarding Learning Outcome #4.              |                     |                   |   |  |
| <b>TIME FRAME</b>  | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp; ACCOUNTABILITY</b> |
| Action Item B.1.3 The General Education Assessment Committee reviews the assessment reports and makes recommendations for improvement as needed. |                     |                   |   |  |

**TIME  
FRAME**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

Goal B.2 Assess the diversity-component of the First Year Seminar and provide funds to maintain the existing diversity efforts within the First Year Seminar.

Action Item B.2.1 Assess the effectiveness of current diversity-related initiatives within the FYS.

**TIME  
FRAME**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

Action Item B.2.2 FYS will collaborate with other units on campus, in particular with the diversity speaker system, in order to secure funding for diversity related events for FYS..

**TIME  
FRAME**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

Action Item B.2.5 Create a diversity stairstep for inclusion in students' New Student Orientation folders.

TIME  
FRAME

FISCAL NEEDS

CHALLENGES

ASSESSMENT STRATEGIES & PROCEDURES

PERFORMANCE INDICATORS &  
ACCOUNTABILITY

Goal B.3 Increase opportunities for student travel (with diversity-related objectives)

Explore external funding opportunities for travel, both domestically and internationally

TIME  
FRAME

FISCAL NEEDS

CHALLENGES

ASSESSMENT STRATEGIES & PROCEDURES

PERFORMANCE INDICATORS &  
ACCOUNTABILITY

Goal B.4 Student Government and Campus Life

Support the Student Government Association in identifying and implementing diversity initiatives.

TIME  
FRAME

FISCAL NEEDS

CHALLENGES

ASSESSMENT STRATEGIES & PROCEDURES

PERFORMANCE INDICATORS &  
ACCOUNTABILITY

### C. Campus Climate

Goal C.1. Include Diversity and the objectives of this plan in the Campus Strategic plan 2014

**TIME  
FRAME  
FALL 2012**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**CREATE SUMMARY OF STUDENT  
COMMENTS IN NSEE DATA THAT PERTAIN  
TO DIVERSITY ISSUES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

**RESPONSIBILITY: MARKUS**

**D. Representational Diversity**

Goal D.1 Diversify the IU East faculty and staff through hiring practices

Action Item D.1.1 Create a strategy to diversify the applicant pool in faculty and staff searches.

**TIME  
FRAME**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

Action Item D.1.2 Offer assistance to Search and Screen committees by discussing diversity issues in the context of searches.

**TIME  
FRAME**

**FISCAL NEEDS**

**CHALLENGES**

**ASSESSMENT STRATEGIES & PROCEDURES**

**PERFORMANCE INDICATORS &  
ACCOUNTABILITY**

**ONGOING**

**0**

**INCLUDE "TOOLS FOR SEARCH AND  
SCREEN COMMITTEES" ON AFFIRMATIVE  
ACTION WEBSITE**

**RESPONSIBILITY: PATTY CRAWFORD**



Goal D.2 Study and increase retention of minority students

Action Item D.2.1 Evaluate effects of First Year Seminar on retention of diverse populations

| <b>TIME<br/>FRAME</b> | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp;<br/>ACCOUNTABILITY</b> |
|-----------------------|---------------------|-------------------|---|--|
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Action Item D.2.2 Study which curricular offerings would be attractive to minority students

| <b>TIME<br/>FRAME</b> | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp;<br/>ACCOUNTABILITY</b> |
|-----------------------|---------------------|-------------------|---|--|
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Goal D.3 Review the effects on statewide changes on the 21<sup>st</sup> century scholars program. Consider creating an office to support 21<sup>st</sup> century scholars.

| <b>TIME<br/>FRAME</b> | <b>FISCAL NEEDS</b> | <b>CHALLENGES</b> | <b>ASSESSMENT STRATEGIES &amp; PROCEDURES</b> | <b>PERFORMANCE INDICATORS &amp;<br/>ACCOUNTABILITY</b> |
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