



Diversity and Inclusive Excellence at ISU

Board of Trustees Seminar

December 11, 2015

Presented by Daniel J. Bradley, Willie Banks, Mike Licari and Nolan Davis





History of Diversity at Indiana State

Indiana State has a rich history of serving a diverse student body

- The first African-American enrolled at State Normal School the summer of 1870, just a few months after the school opened
- Throughout our history, Indiana State has embraced diversity and is proud to be the most diverse residential campus in Indiana today
- Diversity has increased as a result of our enrollment success with African-American enrollment growing by 77 percent since 2008
- Today, a total of 25% of ISU's students are U.S. minorities and 7% are international students

Recent meetings to discuss Inclusive Excellence



SGA Executive Committee	SGA Senate
Free ISU Student Group	Diversity Council
Local Human Relations Director	Social Work Students
Black Student Union	Black Faculty and Staff (2 groups)
NAACP Student Chapter	HOLA (Latino Affinity Group)
Physical Disabilities Group	Spectrum (LGBTQ Student Group)
LGBTQ Faculty and Staff	Asian/Pacific Islander Affinity Group
Women's Group	Staff Council
Various Alumni of Color	International Students

Inclusive Excellence

Division of Student Affairs

THERE'S MORE TO **BLUE.**



Division of Student Affairs

Creation of the following offices and centers:

- ❖ Office of Multicultural Services and Programs
- ❖ LGBT Resource Center
- ❖ Women's Resource Center

Office of Multicultural Services & Programs

Mission

The Office of Multicultural Services & Programs (MSP) mission is to provide resources, services, and programs that promote and assist in the retention and graduation of multicultural students at Indiana State University.

The Lesbian, Gay, Bisexual, and Transgender Resource Center

Mission

The Lesbian, Gay, Bisexual and Transgender (LGBT) Resource Center's mission is to provide resources, services, and programs for students that may be questioning or already identify as LGBT. The center is designed to create a safe, inclusive Indiana State University community regardless of sexual orientation, gender identities, and gender expressions.

The Women's Resource Center

Mission

The mission of the Women's Center is to recognize the diverse accomplishments, promote the interests, and help meet the needs of women students at Indiana State University. The Center provides forums for discussion, information dissemination, and programming that celebrates and promotes women students and their allies.

Advisory Committees

Each Advisory Committee will primarily be composed of:

- ❖ Students
- ❖ Faculty
- ❖ Staff
- ❖ Community members

Inclusive Excellence: Division of Student Affairs

Short Term Goals

- ❖ Creation of Advisory Committees
- ❖ Development of programs (i.e. Lavender Graduation, SafeZone workshops, Critical Conversations, Belief Zone, Black Male Summit, etc.)
- ❖ Host three speakers: Jennifer Miracle-Best, Kathy Obear, Vernon Wall
- ❖ Selection of video, print, and electronic resources
- ❖ Develop assessments for programs and services
- ❖ Renovate space
- ❖ Establish benchmarks and initiatives related to the 2016 Strategic Plan

Inclusive Excellence: Division of Student Affairs

Long Term Goals

- ❖ Evaluate programs and services
- ❖ Increase involvement of internal and external partners
- ❖ Monitor student, faculty, staff, and community involvement of services and programs offered
- ❖ Develop and implement initiatives in support of the 2016 Strategic Plan related to Inclusive Excellence

Inclusive Excellence



Provost Mike Licari has established the following initial goals for the new role of Special Assistant to the Provost for Inclusive Excellence:

- Draft a recruitment plan to increase diversity of faculty and staff with a special emphasis on the recruitment of more African-American faculty
- Identify training and professional development opportunities for faculty and staff on the issue of advancing inclusive excellence
- Draft a plan to improve the retention of minority faculty and staff



Moving Forward on Inclusive Excellence

Report for the Board of Trustees
December 11, 2015

Presented by Nolan Davis

Inclusive Excellence

We will infuse Inclusive Excellence into all of our practices, policies, and procedures.

Example: Search candidates should leave campus knowing the following:

1. We are committed to Inclusive Excellence
2. Diversity will not hurt their candidacy
3. If selected, they will be supported, personally & professionally

Inclusive Excellence

Our Four Goals:

- Enhance Diversity
- Support Diversity
- Promote Inclusion
- Ensure Equity and Progress

Enhance Diversity

Enhance Diversity



- African American
- Asian Pacific Islander
- Disability
- Internationals
- Latino/a American
- LGBTQ
- Women

Broader understanding of equity, diversity, and inclusion

Areas of emphasis, due to national patterns of marginalization and underrepresentation.

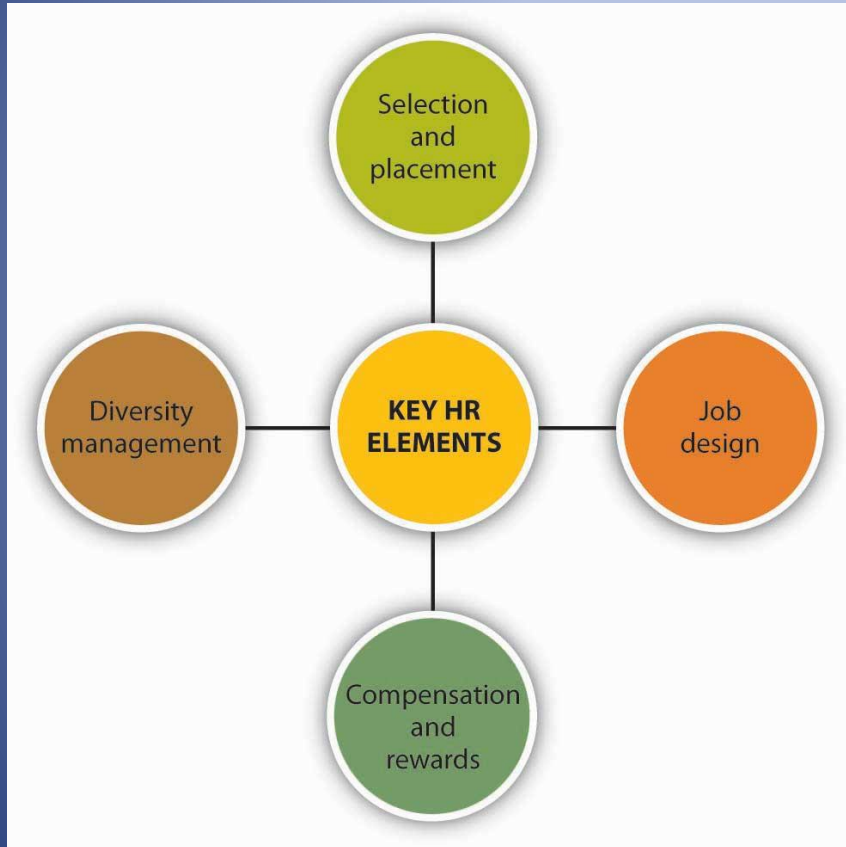
Enhance Diversity



Updated hiring
policy and
procedures

With a detailed handbook
and increased professional
development

Enhance Diversity



Search consultants

Comprehensive general support for search committees

Assist committees to diversify candidate pools

Enhance Diversity



Faculty Diversity Initiative

Adding a focus on mid-career faculty

Emphasis on African American & Latino/a American Faculty

Support Diversity

Support Diversity



Diversity advocates

Identify one person in each department for additional professional development and to assist in college or division diversity programs

Support Diversity

Diversity committees

One per college and
division, reporting directly
to each dean and vice
president



Support Diversity



University commissions

Formalize existing and create new
affinity groups

Give Diversity Council
membership to serve as a voice
for relevant communities:
Students, Faculty, and Staff

Help to identify challenges and
solutions

Support Diversity

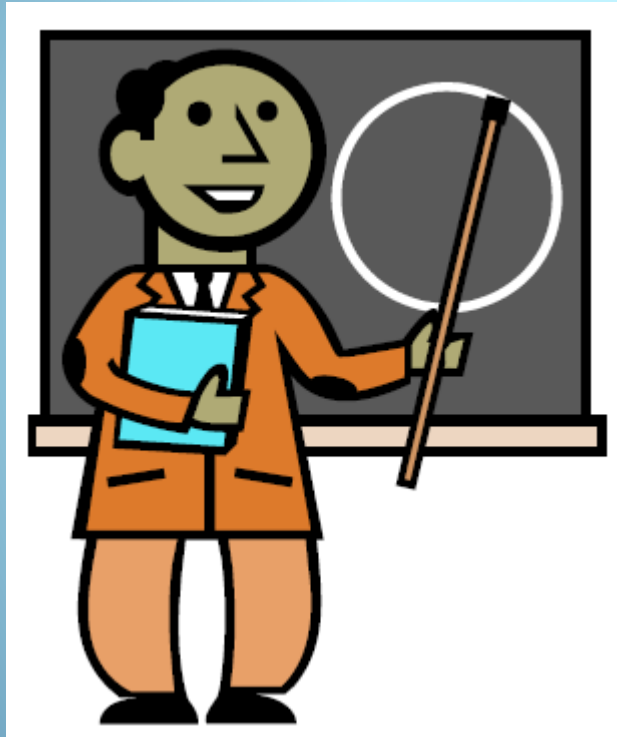


Continue to
develop the
diversity website

Site will serve as a resource
page of all campus diversity
efforts

As well as a location for
reporting out on projects

Support Diversity



Retain minority
faculty and staff

Welcome to ISU
community

Personal mentors, using
team approach

Promote an Inclusive Environment

Promote Inclusion

Multicultural
curriculum
transformation
institute

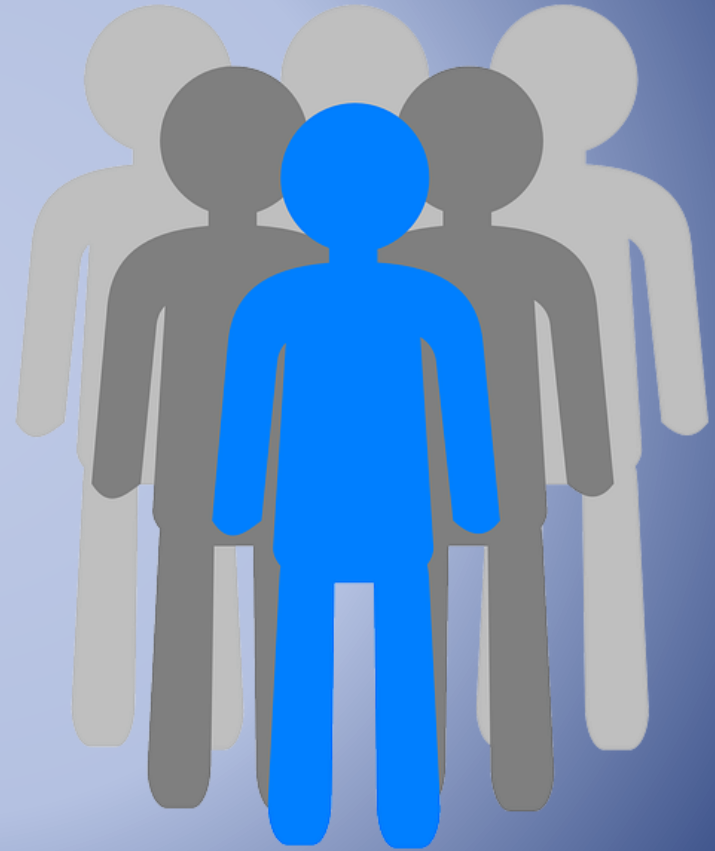
Part of the Faculty Center
for Teaching Excellence



Promote Inclusion

Faculty mentors
- team based

Focus is on teaching,
research, and achieving
tenure



Promote Inclusion

National diversity speaker series

Intended audience is the
entire campus community



Promote Inclusion

Independent reviews

Create a cycle of reviews of policy, procedures, and campus climate for key populations

Next consultant topic:
LGBTQ community support



Promote Inclusion

Professional development Program

Key roles: department chair, director, faculty, search committee chair, senior leadership, staff, student employees, etc.



Ensure Equity and Progress

Ensure Equity and Progress

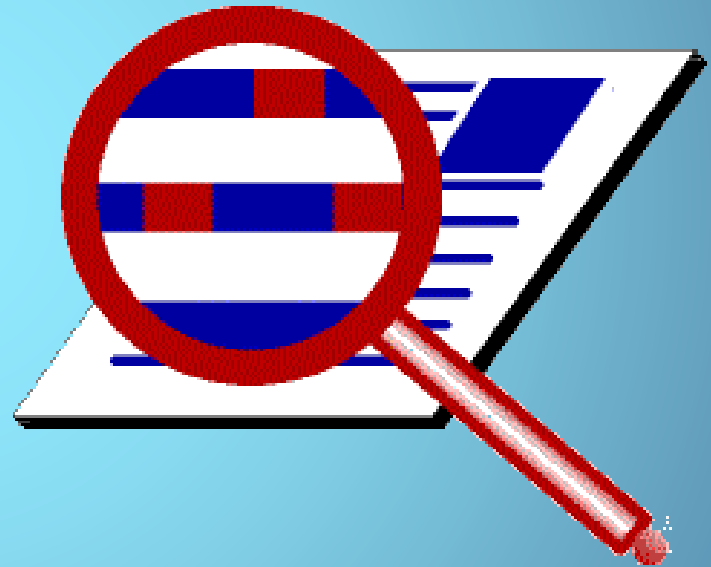
New non-
discrimination
statement



Ensure Equity and Progress

Review and
update all three
grievance
policies:

Students, Faculty,
and Staff



Ensure Equity and Progress

Elevate the Diversity Council

Provide campus-wide
coordination and reporting
process for all university
efforts

Advise diversity committees
and advocates



Ensure Equity and Progress

Annual assessment

All diversity programs must
have an approved
assessment plan

Assessment plans and
results are a part of website
and annual report



Questions?

Our Four Goals:

- Enhance Diversity
- Support Diversity
- Promote Inclusion
- Ensure Equity and Progress