IUPUI Office of Diversity, Equity, & Inclusion
Highlights July 2012
http://diversity.iupui.edu/

1. Representational Diversity – The degree to which the campus attracts, retains, and develops students, faculty, and staff of color, commensurate with the campus mission and service region;
2. Curricular and Co-Curricular Transformation – The extent to which principles of multiculturalism, pluralism, equity and diversity are currently incorporated into the curriculum and co-curriculum, as well as ongoing efforts to further infuse them into same;
3. Campus Climate – The degree to which the events, messages, symbols, values, etc., of the campus make it a welcoming and inclusive environment for all students, faculty, staff, and members of the broader community; and
4. Institutional Leadership and Commitment – The clarity of expectations, investment of human and fiscal resources, and accountability as demonstrated through the words and actions of campus leadership at all levels.

Teaching and Learning
- Facilitated agreement between Center for Research and Learning with IU School of Education to serve as newest academic unit partner school for AY 2012-13.
- Worked with the IU School of Education and Martin University to revamp course offerings at Martin to provide smoother transition for Martin students to qualify for teaching training at IUPUI.
- Developed a program with the Office of International Affairs (OIA) to recruit students with disabilities to participate in study abroad programs. Worked with OIA to further develop the Ghana study abroad program and went to the site in December 2012.
- The Multicultural Success Center (MSC) hosted its first national conference, *African-American Student Leadership Experience* in Washington, DC to support student leadership development.
- MSC partnered with Bepko Learning Center to host monthly *Multicultural Success Center Success Academy Series* which provides developmental sessions to support underrepresented student populations.

Research, Scholarship, and Creative Activity
- As a co-principal investigator, awarded a $3,000 grant from the IUPUI Solution Center in collaboration with the IUPUI Center for Urban Multicultural Education (CUME) to develop a first-time evaluation plan for MEPI. The CUME is currently interviewing students, facilitators, and collecting valuable qualitative and quantitative data.
- Increased number of Diversity Summer Research Program Scholars (DSRP) by 20%. Seven DSRP Scholars were 2012 IUPUI Top 100 students; four were selected to present at the 2012 National Conference on Undergraduate Research (NCUR); and scholars finished AY 2011-12 with an average GPA of 3.46/4.00.
- DEI and all its divisions have started a fund raising plan and campaign, working over the semester with a development graduate assistant in the Center on Philanthropy. AES is in the preliminary stages of a funding campaign to take place this coming year. DEI received its first gift given to the Kelley School of Business RISE scholarship initiative.
- MSC created Associate Director position that is accountable for MSC programmatic efforts and liaison relationships with Student Life to support campus-wide cultural heritage month programs.

- MSC partnered with UITS to provide technology in the MSC computer lab to increase student success and exposure to the Multicultural Success Center. 15,307 users logged in for the 2011-2012 academic year.
- MSC worked in partnership with University College to launch a fundraising campaign to renovate a shared multipurpose room to support student success and to highlight a shared commitment to diversity.
- Through the Inclusive Excellence Funds, Charles E. Schell Loan Program, and MSC Book Loan Program
    - $9,292 in grant aid to eligible undergraduate and graduate students.
    - $2,745 MSC Book Loan Support
    - 70% of grant recipients of students maintained or exceeded G.P.A. above 2.3
    - 91 % of Schell Loan recipients maintained or exceeded cumulative G.P.A. of 2.5 or better
    - Of the students served, 98% returned to the University for the spring semester
    - 73% participated in at least one academic or cultural activity.

Civic Engagement
- Assisted 100 Black Men of Indianapolis in establishing a city wide Collegiate 100, to assist, mentor, and guide college men of color.
- Presented parent talk on college prep to parents at the Center for Leadership Development and Cathedral High School parents of color.
- The Office of Diversity, Equity, and Inclusion has sponsored or co-sponsored the following local community organizations in 2012 (January-June):
    - 100 Black Men of Indianapolis
    - Center for Leadership Development
    - Fall Creek YMCA project
    - Kappa Alpha Psi fraternity
    - Indiana State Museum
    - Minority Engineering Program of Indianapolis (MEPI)
    - Spirit & Place
    - United Way of Central Indiana

Diversity
- The *Chancellor's Award for Excellence in Multicultural Teaching* and *Chancellor's Diversity Scholars Award* were awarded respectively to Khadija Khaja (IU School of Social Work), Leslie Ashburn-Nardo (School of Science) at the Chancellor's Academic Honors Convocation in April 2012.
- Assumed responsibility for the Norman Brown Diversity Scholars Leadership Program
- Prepared parent presentation on college preparation for the Starfish Initiative, which helps high school students who are 21st century scholars eligible prepare for and attend college.
- Presented to Diversity Research Scholars on personal branding and preparing for life after college in the workforce or graduate or professional school.
- Tripled enrollment of Atlanta University Center Dual Degree Engineering Program transfer students from summer 2011. Currently have two Morehouse College and one Clark-Atlanta University students at as IUPUI students.
- Created disability awareness week for the IUPUI campus that works with Weeks of Welcome (WOW).

- MSC partnered with University College, Chancellor's Office, and Office of Diversity, Equity and Inclusion to create an Assistant Director position with primary responsibility for Latino outreach and success.
- Tuskegee University-IUPUI partnership was signed in February 2012 to collaborate on engineering, medicine, McNair program, nursing, and public health programs. In April 2012, IUPUI's Bridges to the Doctorate program in the IU School of Medicine was approved by NIH to add Tuskegee University to the program.
- DEI, together with External Affairs put together a diversity media plan for 2011-2012 which includes ads, editorials, etc. in Indianapolis Recorder newspaper, Indiana Business Minority magazine, and La Voz de Indiana newspaper. DEI has regularly advertised in conference programs, local radio spots, news websites, etc. to capture a diverse audience and educate them on the benefits of IUPUI. Some examples include:
  - Derwin Smiley Show
  - Kappa Alpha Psi Albany Chapter
  - Radio One
  - Success Guide 2012
  - Who's Who in Black Indianapolis

Best Practices
- Featured story on IPS Multicultural Competency District-wide show hosted by Dr. Pat Payne (August 16, 2011); featured story on Fox 59 News 6:00pm broadcast (April 19, 2012); and featured story on Wake-Up Indianapolis morning show (June 27, 2012) for work on *Historic Journey DVD Project*. Work has begun in collaboration with IUPUI faculty on the development of a Latino(a) version of the Historic Journey.
- Developed and distributed dynamic video on AES services, *Getting to know Adaptive Educational Services:* http://aes.iupui.edu/gettingtoknow.html, for IUPUI faculty, staff, and students to provide information on a variety of disabilities, services, and technologies.
- Developed and presented at International Association of Technology, Education, and Development (INTED2012), an international conference in Valencia, Spain on technology infused into computer labs on campuses and closing adaptive labs, *Closing the adaptive labs: From isolation to integration*.
- AES went through safe space training and is now identified as a safe space. Work continues with LGBT faculty and staff to have AES office promoted as a safe space on campus to both current and prospective students.
- AES has developed a relationship with Multimedia Production Center to design advertisements for the office and testing lab interior to show greater representation of cross-section of disability and highlight that disability is not always visible or physical.
- By working with the Learning Environments Committee and Registrar's Office, AES was able to secure approximately 20% of the $130,000 ($26,000) budgeted for classroom furniture and office/ building projects. Therefore every project now becomes accessible with furniture for students, staff, faculty, and visitors. AES has also partnered with UITS to secure adaptive technology for the testing area in the library as well as in each lab.