

Office of Diversity, Equity and Inclusion (DEI)
2014-2015 Annual Highlights Report
<http://diversity.iupui.edu/>

Success of our Students

Promote Undergraduate Student Learning and Success

- Partnered with a local organization and the Divisions of Finance and Administration and Student Affairs to bring Dr. Michael Eric Dyson and Tony winning, Oscar and Emmy nominated actress Viola Davis to meet with students on campus and discuss their paths to educational success.
- Facilitated and hosted an LGBT Forum on Indiana's RFRA Law with the IUPUI Faculty Staff Council, Purdue University and a statewide LGBT organization
- Via purposeful allocation of the Office of Diversity, Equity and Inclusion (DEI) Multicultural Planning Grant funds, supported the following student-led initiatives:
 - Center for Research and Learning (CRL) support for 2014 Summer Undergraduate Research programs
 - Asian Student United support for 2015 Asian Heritage Dinner
 - National Society of Black Engineers (NSBE) – IUPUI student chapter support for student-member attendance to the 40th national conference of the National Society of Black Engineers (NSBE)
 - Latino/a Student Association support in hosting 8th Annual Cesar Chavez Dinner.
 - African Student Association support in hosting 8th Annual African Night
 - Harvey Milk Dinner
 - Black Student Union Martin Luther King, Jr. Dinner
- The Multicultural Center (<http://diversity.iupui.edu/departments/multicultural-success-center/staff/>) continued is student-centered programming to retain and ensure the success of students.
 - Included are the monthly cultural movie series
 - Faculty and staff facilitated JAGversations.
 - Café Con Pan
 - Food for Thought discussion events
 - JAGiversity Peer Educators delivering workshops.
 - The Study Skills Boot Camp
- The Multicultural Center hired Danielle Tate as a coordinator of the Norman Brown Scholarship Program to work with the Advisory Board in the development of recruiting and retention programs for the scholarship recipients.
- The Multicultural Center served as the site of “Treasures of Africa” an art exhibit curated by the IUPUI Africana Studies Program
- The Office of Diverse Community Partnerships is shared between the Community Learning Network and the Division of Diversity, Equity and Inclusion. The staffing structure is 1 director that reports to the VC for Diversity, Equity, and Inclusion as well as the Associate

Vice Chancellor for Lifelong Learning. There are a total of 7 professional and hourly staff members who are a part of the DCP team.

- Six undergraduate and graduate level work- study students were hired and placed in two IPS elementary schools and in the Martindale Brightwood community. These 6 students gained hands-on practical experience working in both school and community settings with parents, students, school staff, and residents.
- The primary purpose of Adaptive Educational Services (AES) (<http://aes.iupui.edu/>) is to serve students with disabilities. AES works to assure compliance with the Americans with Disabilities Act by providing note takers, interpreters, and/or classroom assistants for students; extended time on testing; course modifications and/or substitutions; captioning of videos or other audio technology, etc. What AES is not is a social service agency or advocacy group for persons with disabilities; and AES staff members are not IUPUI recruiters or academic counselors or advisors for persons with disabilities. We are a compliance and administrative arm of Diversity Equity and Inclusion.

This year, AES began handling testing for School of Medicine students requiring assistance due to disabilities.

- Adaptive Educational Services developed additional support services for students on the Autism Spectrum by developing a mentoring program matching a student with autism to a student mentor trained by Adaptive Educational Services and Easter Seals Crossroads. A pilot program with University College and Dr. Kathy Johnson's Learning Community also participated in this project. We served a total of 12 autistic students this past year.
- Adaptive Educational Services in partnership with the School of Social Work MSW Direct program (online MSW program) brought Adaptive Technology, AES, and Social Work together to make the online program accessible. We have two on line students who are blind and have been working diligently to make the experience accessible.
- Adaptive Educational Services transition program (from high school to college) was revamped this year. Instead of inviting the high schools to come to us, we went to them. We were able to meet a number of students interested in coming to IUPUI. We were able to reach schools that typically did not participate in this transition program: Mooresville, Zionsville and Plainfield. We will be hosting this program again this coming fall and offer it to the High School guidance counselors.

Deepen our Commitment to Community Engagement

- Finalized an Office of Diversity, Equity, and Inclusion led partnership with Turning Point Schools (<http://www.tpschoolsindy.com/>), a Pre-K through 6th grade independently run school founded and supported by a successful entrepreneur in the city. It's located at 46th and Post Road and serves as an oasis of sorts within that community. TP Schools is currently in the mist of integrating a Science, Technology, Engineering, Art, and

Mathematics (STEAM) curricula and will be partnership with our Urban Center for the Advancement of STEM Education (UCASE) and the IUPUI Solution Center to development assessment protocols and a tracking database respectively. This partnership also includes the creation of a TP Schools Scholarship that will support at least (2) TP School graduates per year to attend IUPUI and major in a STEAM field.

- Through a collaborative partnership facilitated by the office for Diverse Community Partnerships between the IU Center for Earth and Environmental Science and the Felege Hiywot Garden Center and Joyce Kimer Academy IPS 69 three hundred third through sixth grade students participated in Science, Technology, Engineering and Math STEM learning activities aligned with State standards for Science.
- The office of Diverse Community Partnerships was awarded a \$2,000 action grant from the Northeast Corridor Quality of Life Plan Funding Committee to host two community education summits. The two fold goal of these summits is to increase engagement among the residents, business, and other partners in the schools and to increase the collaboration among the different types of schools in the Northeast Corridor.
- Brighthouse Cable donated \$1,000 in support of the Abandon Home Project in Martindale Brightwood led by the office of Diversity Community Partnerships where over 25 volunteers including the Cesar Chavez Day of Service students beautifully painted and designed scenes on wooden boards that will be placed on the windows and doors of abandon homes in the neighborhood.
- In partnership with First Books an organization that puts new books in the hands of children who need them most, the Office for Diversity Community Partnerships made a commitment to build children's home libraries and picked up and distributed 750 books to K-3rd graders to promote early literacy.
- IUPUI and Ivy Tech students volunteered 400 hours of tutoring for the students at James Russell Lowell IPS 51 and Francis Parker IPS 56. The college students assist with in and out of school time learning with the various students.
- The office of Diverse Community Partnerships developed and executed a mentoring program for 37 sixth grade girls at James Russell Lowell IPS 51. The mentors for the program consisted of IUPUI students and staff, as well as residents who met weekly with the girls for 25 weeks. The participants in the program reported better self-esteem and confidence. This mentoring program will expand to Joyce Kilmer Academy IPS 69 next year.

Promote an Inclusive Campus Climate

- Completed a comprehensive Climate Survey to assess the IUPUI culture. Began working on university-wide plans and initiatives to address climate issues at the macro level.
- Shared individual School-level climate survey results with each of IUPUI's 22 deans to help in the design of School-wide diversity plans impacting students, staff and faculty.
- Shared varied tools with each School to assist in the development of comprehensive diversity plans.
- Provided several on-campus workshops and trainings with academic and non-academic units to improve campus climate.
- With sponsorship from IUB's Diversity, Equity and Multicultural Affairs Office, held the first Diversity Reception to reduce feelings of isolation and introduce diverse faculty and staff to community members and university administration.
- Multicultural Center developed Diversity Training Modules and Equity & Inclusion Workshops to meet the increasing demand for more diversity training.
- The coming academic year will bring a new Affinity Council—Veterans Faculty Staff Council supported by DEI.
- At the request of Chancellor Charles Bantz, DEI brought together a committee to study the need for an LGBTQ Student Center. The proposal has been approved and plans are underway to hire a director and open the Center during the 2015-2016 academic year.
- Provided membership for all faculty, post docs and graduate students in the National Center for Faculty Diversity and Development (NCFDD) mentoring program.
- Brought NCFDD founder on campus to give a lecture on faculty success which received very high evaluations from participants.