**IUPUC**

**Diversity Strategic Plan 2021-2025**

In response to long standing issues of systemic racism and social inequities in our nation, IUPUC has enhanced our commitment to issues of diversity, equity and inclusion.  Last year, together with our partners at the Columbus Education Coalition, the Eco Attainment Network, and Ivy Tech, we began our work with the National Equity Project, and continue our commitment to the values it promotes: “the National Equity Project is a leadership and organizational development group committed to increasing leadership capacities in order to eliminate racialized outcomes and achieve thriving, self-determining, and educated communities” NAP explains: **“**Educational equitymeans that each individual receives what they need to develop to their full academic and social potential…working towards equityin institutions of learning involves, ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor; interrupting inequitable practices, examining biases, and creating inclusive multicultural educational environments for adults and children; and discovering and cultivatingthe unique gifts, talents, and interests that every human possesses.”

During academic Year 2021-22, we incorporated DEI in our promotion and tenure rubric, acknowledging DEI as important work toward tenure and promotion; we assembled an Anti-Racism Policies/Practices Sub Committee at IUPUC to liaise with the Anti-Racism Policies/Practices Committee and IUPUI Chancellor’s Diversity Cabinet. Additionally, we are continuing work with the EcO Attainment (of the Community Education Coalition) to support and increase educational access to the Latinx population. We are working to enhance the DEI content in the First Year Seminar course. Our campus Diversity Council is building a working relationship and plan with the local chapter of the NAACP, in an effort to recruit African American students in Bartholomew County, as well as continuing work with the Human Rights Commission of Columbus, IN, and (prior to the pandemic), offered small group diversity circles to address diversity needs within our community, through direct conversations with community members. Concurrently, faculty have worked with community partners to incorporate DEI service-learning initiatives in their classes, and faculty at IUPUC formed an Anti-Racist Task Force. The members of that committee are among the current contributors to this document on our diversity strategic plan.

**Diversity Indicator I: Institutional Viability and Vitality**

**Goal #*1*:**Examine past IRDS climate surveys; and gather other relevant information from IRDS on diverse student, staff, and faculty retention.

**Strategies:**Examine and assess data.

* Identify notable themes.
* Track retention over time.
* Focus on sense of belonging, inclusiveness, and of being valued.
* Based on the assessment align our best practices as evidenced in professional literature.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:**Academic years 21/22 ongoing thru 24/25

* Plan for a Fall 2021 IRDS edition of survey until our in-house survey is completed – see goal #2

**Metrics:**

* Measuring perceptions of increases in sense of belonging, inclusiveness, and being valued.
* Retention of student, faculty, and staff year over year.

**Goal #2:**Assess the climate of IUPUC in terms of diversity, equity, and inclusion.

**Strategies:**Create a new survey to disseminate in the Fall 2023 semester to capture a greater participation in responses.

* Track % of diversity on campus of faculty, staff, and students

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management, IRDS.

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Participation rate.
* Growth in retention year over year.
* Diversity makeup of those interviewed for open positions.

**Diversity Indicator II: Education and Scholarship**

**Goal #1:** Gather information on student recruitment and retention initiatives and processes.

**Strategies:**Look at information regarding specific strategies to recruit and retain students of color. Create a strategy for successful recruitment and retention of a diverse student population.

**Responsible parties:** Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:** Academic years 21/22 ongoing thru 24/25

* We need faculty and staff that represent the students; otherwise, they feel they have no one to turn to with questions: this scenario requires focus on faculty and staff recruitment and retention.

**Metrics:**

* Increased recruitment and rate of retention of students of color.
* Increased recruitment and rate of retention of underrepresented and underserved student groups.
* Increased recruitment and rate of retention of all students from diverse populations.
* Qualitative data demonstrating and defining success beyond the numbers.

**Goal #2:** Use new Promotion and Tenure Guidelines to recognize scholarship of diversity, equity, and inclusion.

**Strategies:**Train and educate faculty and administrators on how to assess diversity, equity, and inclusion work for promotion and tenure processes.

* Help students to know more about the research areas, teaching, and service of faculty on campus as we can show students the work which faculty do can connect them to others with diverse backgrounds doing this work.
* Ideally, we bring those students in as research assistants for work we are already doing.
* It will be excellent training for those who want to continue with research or research within a university.
* Ensures equity and fairness across the board.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:**Academic years 21/22 ongoing thru 24/25

* Related to diversity, equity, and inclusion this is one way to assess scholarship faculty are doing, tying the scholarship, and teaching and service can all be tied to diversity, equity, and inclusion.

**Metrics:**

* Strategies developed are implemented.

**Diversity Indicator III: Climate and Intergroup Relations**

**Goal #1:**Gather feedback from diverse individuals who have left IUPUC.

**Strategies:**Examine exit interviews for the past 5 years on their experiences at IUPUC as a member of a diverse group.

**Strategies:**

* Facilitate structural change to invite and retain diversity.
* Examine attitudes and perceptions; through surveys on campus.
* Conduct long term ongoing conversations on intergroup relations related to race.

**Responsible parties:** Assistant Vice Chancellor for Academic and Student Affairs; HR

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Identify patterns of both inclusion and exclusion to learn what exists that works well and what does not.
* Learn what led to retention and what led to departure.
* Critical mass of feedback that will be used to construct change.

**Goal #2:**Create strategies for a more welcoming environment for all students, faculty, and staff.

**Strategies:**Use the data collected from the first goals under Diversity Indicator I and create a plan.

* Data and surveys should include an attitudinal survey to know who we currently serve to help us know how to enhance retention of students.
* This would need to be an ongoing survey as our student body changes and evolves.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management. Staff Council, Faculty Senate, Center for Teaching and Learning

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Strategies developed are implemented.

**Diversity Indicator IV: Access and Success**

**Goal #1:** Using information gathered from our surveys examine potential barriers to access.

**Strategies:**Create pathways to overcome barriers to college access.

* Identify ways to address financial challenges to accessing a college degree.
* Pertaining to access, we have students in our community who do not know we exist as we are not present in their communities.
* We must find ways to be visible.
* We must have local people of color work on our campus.
* Word of mouth and connections are key to success.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Strategies developed are implemented.

**Goal #*2*:**Create a plan to enhance the success of diverse students.

**Strategies:**Use the information on student success rates (obtained from IRDS), envision strategies to enhance student success, particularly first-to second year retention strategies.

* Layers of barriers exist in terms of programs supporting first year students.
* At present, we are limited to only work study students, which excludes DACA.
* There is a lower representation of students from diverse backgrounds to hire.
* It is difficult in a classroom to have tough conversations when all the other students and faculty are white.
* Some courses handle this differently than others, but comfort level of instructor and class can drive this.
* We must standardize the diversity, equity, and inclusion curriculum across the First Year Experience and into the second semester; and find a way to ensure retention of the information.
* This curriculum to help all students can help retain diverse students.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Strategies developed are implemented.

**Goal # 3:**Incentivize faculty, staff, and student work in diversity, equity, and inclusion across research, teaching, and service to surmount barriers to access and to promote success of faculty, staff, and students of IUPUC as well as our outlying communities

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**Strategies:**For promotion and tenure as well as for student retention we need to support and incentivize the research and teaching.

* This will require structural support and research funds as well as course relief commitment.
* Byengaging students this can all tie into promotion and tenure.
* We must show the inequalities to women and the history of them needing to do more than their male counterparts to be promoted.
* Having support from the top down is required to make a difference.
* There are faculty who are doing teaching and research tied to diversity, equity, inclusion work, but they are not recognized for the work.
* We have groups focused on diversity, equity, and inclusion work which are now required to meet multiple times and cross share data.
* Participants are asked to do more work, and this tends to fall on women and people of color.
* Mentorships particularly.
* This occurs with students too who do not get credit or rewarded for the work.

**Responsible parties:**Office of the Vice Chancellor and Dean, Office of Academic and Student Affairs, Office of Enrollment Management.

**Timeline:**Academic years 21/22 ongoing thru 24/25

**Metrics:**

* Strategies developed are implemented.

June 3, 2021 IUPUC Diversity Strategic Plan