



INDIANA UNIVERSITY

Annual Report 2022–2023

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY, EQUITY,
AND INCLUSION



OUR PURPOSE

The Office of the Vice President for Diversity, Equity, and Inclusion (OVPDEI) partners with each of IU's campuses to create a learning environment that advocates access, success, respect, equity, inclusiveness, and community for all.

OUR VISION

We strive to be a globally diverse university community where inclusive excellence is embraced, fostered, and celebrated, and faculty, staff, and students are inspired to achieve their full potential.



Dear Friends and Colleagues,

For more than 200 years, Indiana University (IU) has diligently worked to build a reputation for student success and opportunity for all, transformative research and creativity, and service to our state and beyond.

These three pillars serve as the foundation of what IU represents as an institution of higher learning—and they guide our work today to create a learning landscape that advocates access, success, respect, equity, inclusiveness, and community for all.

To that end, this office is now known as the Office of the Vice President for Diversity, Equity, and Inclusion (DEI). We believe the new name more accurately describes our DEI mission while reinforcing our commitment to ensure that every student experiences a welcoming and inclusive campus environment at Indiana University.

This year saw many milestones for diversity, equity, and inclusion work at Indiana University. Underrepresented enrollment continues to make impressive inroads, setting new records for the number of Latino and Hispanic students. Underrepresented students now constitute 30.6 percent of IU's degree-seeking population. This progress, which is well above Indiana's underrepresented population of 26.6 percent, speaks to the hard work, programs, and processes that IU is creating and prioritizing to make its campuses more diverse and inclusive.

Underrepresented retention rates at IU also show impressive progress, reaching 80.7 percent for full-time beginners in 2021. That is an increase from 76.9 percent in 2020.

This annual report provides only a snapshot of what OVPDEI and other offices across Indiana University are doing to create diverse and equitable campuses. We know there is much more work to be done. But we are extremely proud of the progress achieved to date—and are equally inspired by the work to come.

Sincerely,

A handwritten signature in black ink that reads "James C. Wimbush". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

James C. Wimbush

Vice President for Diversity, Equity, and Inclusion
IUB Interim Vice Provost for Diversity and Inclusion
Johnson Chair for Diversity and Leadership
Professor of Business Administration

Table of Contents

4	Interpreting Data
5	Data/Highlights
6-7	Indiana University
8-9	IU Bloomington
10-11	IUPUI
12-13	IU East
14-15	IU Kokomo
16-17	IU Northwest
18-19	IU South Bend
20-21	IU Southeast
22-23	IU School of Medicine
24	IU Police Department
25-31	OVPDEI Initiatives and Priorities



Interpreting Data

ENROLLMENT

This report includes:

- Total domestic degree-seeking student census data as of August 28, 2023.
- Total campus average: all minority plus white. Excludes international and unknown in both the numerator and the denominator.
- Underrepresented: same as 'Total campus average' except excludes the Asian population.
- Source for state and service regions: U.S. Census Bureau, 2020 census by state, population aged 18-24.

RETENTION RATES

- Retention reports track full-time first-year or beginners from the first to the second year. Does not include transfers.
- Include degree-seeking undergraduates enrolled in the fall term who either matriculated in that fall term or any previous summer sessions.
- Campus average includes all students who were re-enrolled in the subsequent fall semester or had received a degree.
- Both IU and campus data are based on Domestic Minority—African American, Latino/Hispanic, Asian American, Native American, Pacific Islander, "Two or More Races."
- Academic unit data based on student record flags for these programs, e.g., Hudson & Holland Scholars Program, Groups Scholars Program, etc.
- In order to protect student privacy, retention rates are not shown if there are 10 or fewer students in the initial cohort for any specific category or subcategory.

GRADUATION RATES

- Graduation rates for full-time undergraduate students are based upon their year of entry into the university. Cohorts are "tracked" for six years (up to August 31 of the sixth year). Degree completions are measured by the accepted federal guideline of 150 percent of program length (1.5 years for certificates, three years for associates, and six years for baccalaureates).
- The graduation rate population is defined as full-time beginner, degree-seeking students who began in the fall semester or either of the preceding summer sessions. The graduation rate data covers the cohort years of 2011-2015.
- Academic unit data based on student record flags for these programs, e.g., Hudson & Holland Scholars Program, Groups Scholars Program, etc.
- In order to protect student privacy, graduation rates are not shown if there are 10 or fewer students in the initial cohort for any specific category or subcategory.

TENURED AND TENURE TRACK FACULTY

- The data compares the race/ethnicity proportions of "Integrated Postsecondary Education Data System (IPEDS)" instructional faculty from 2005 and the most recent data available for IU and other public, four-year institutions in the state.
- The faculty numbers include all tenure track faculty, excludes instructor/lecturer rank, Tenure/Tenure Track Executive/Administrative faculty, and all International or Unknown races, except executive/administrative faculty, as they are not included in IPEDS reporting.
- Based on full-time designation only.



Data/ Highlights

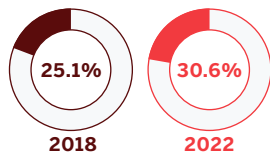


Indiana University: An Inclusive Community

At Indiana University (IU), diversity, equity, and inclusion (DEI) are integrated into every aspect of campus life. School leaders are steadfast in their belief that learning from people of all backgrounds enriches the college experience and prepares students for our diverse world.

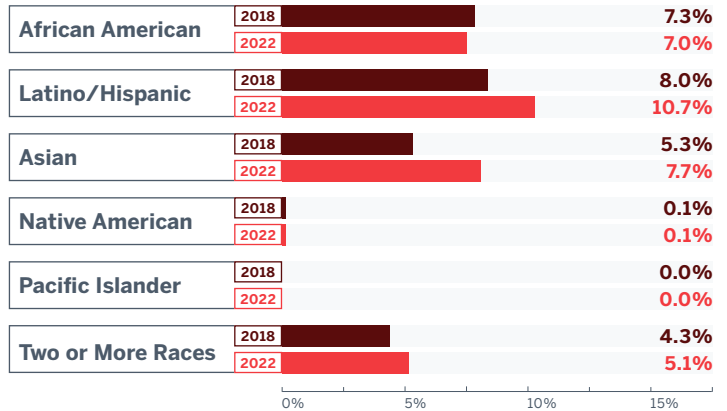
Enrollment of Minority Students

Minority Students Total



30.6%
IU Campuswide
Minority Enrollment

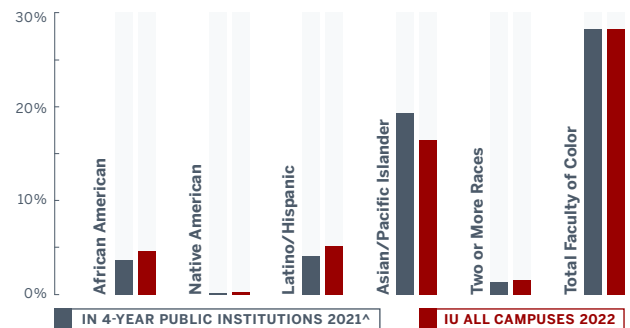
26.6%
Service Region
Minority Population



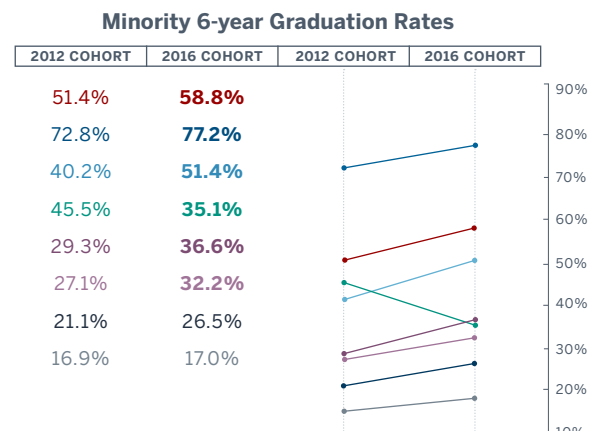
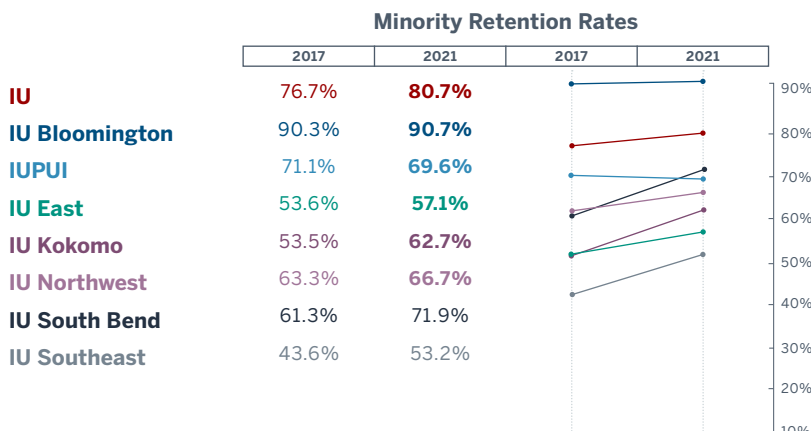
Tenured and Tenure Track Faculty

	Other State Institutions		IU	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	3.5%	4.9%
Native American	0.3%	0.2%	0.3%	0.2%
Latino/Hispanic	2.0%	4.4%	2.9%	5.6%
Asian/Pacific Islander	9.6%	19.1%	10.4%	16.7%
Two or More Races		1.4%		1.5%
Total Faculty of Color	14.4%	28.8%	17.1%	28.8%
White	85.6%	71.2%	82.9%	71.2%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.



Diversity by Numbers



YEARLY HIGHLIGHTS:

- Exceeded the IU Presidential Diversity Hiring Initiative goal. The first-of-its-kind, \$30 million, seven-year program was developed for the sole purpose of helping IU diversify the number of tenure-track faculty members from traditionally underrepresented groups in higher education across its campuses. Over the first two years of the effort, 97 individuals have been hired: 48 in year one and 49 in year two. More than the initially allocated \$30 million was allotted to hire these 97 individuals, and the university is excited to continue this bold initiative.
- Offered the IU community free cardiopulmonary resuscitation (CPR) training sessions in response to the collapse of Buffalo Bills football player Damar Hamlin on January 2, 2023. Research from the American Heart Association shows that Black and Hispanic people who experience a cardiac arrest in the workplace are 27 percent less likely to receive CPR from a bystander than their white co-workers. In a public or personal setting, such as on the street, Blacks and Hispanics are 57 percent less likely to receive life-saving care. A partnership between Vice President James C. Wimbush and IU Chief Health Officer Dr. Aaron Carrol resulted in 493 CPR training registrations.
- Launched Anthology Ally, a new program to help instructors make Canvas courses more accessible to students with disabilities. Deployed in the spring of 2023 by UITS Assistive Technology and Accessibility Centers, the program offers multiple options for students, a facet of Universal Design for Learning, a framework that guides the design of learning experiences to meet all learners' needs proactively.
- Established the Kinsey-Kelley Center for Gender Equity in Business to address gender inequity, sexual misconduct, and sexual harassment in the workplace. The Center is an innovative partnership between the Kinsey Institute and the Kelley School Business that was established in the summer of 2022. It prepares current and future business leaders to create organizational cultures and instill individual behaviors that advance equality in business operations and create safer work environments.
- Produced research on allyship behaviors conducted by IUPUI's Leslie Ashburn-Nardo and former IUPUI student Charles Chu, now an assistant professor at Boston University, in July 2022. During two experiments, it was found that Black participants reported higher levels of self-esteem after a white ally confronted a white perpetrator of racial prejudice compared with no confrontation. The white person's motivations for standing up against prejudice also had an impact on the Black person's self-esteem. This work was funded by the Indiana University Racial Justice Research Fund, established in 2020, and jointly supported by the Office of the Vice President for Research and the Office of the Vice President for Diversity, Equity, and Inclusion.
- Hired the first staff-focused DEI specialist in IU's Capital Planning and Facilities. This individual provides access to trainings, resources, and opportunities to engage and grow diverse businesses. Staff communications were created based on identities, such as Spanish tools and resources, and monthly meetings were held to facilitate collaboration and enhance interdepartmental knowledge.

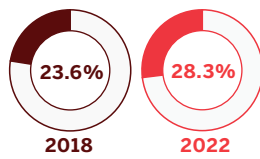


IU Bloomington: Building Futures

IU Bloomington (IUB) is proud of its work in creating a diverse and inclusive learning community. From programs that facilitate students' transition to college to initiatives and programs that promote timely degree completion, IUB strives to be an institution where every student feels welcomed and valued.

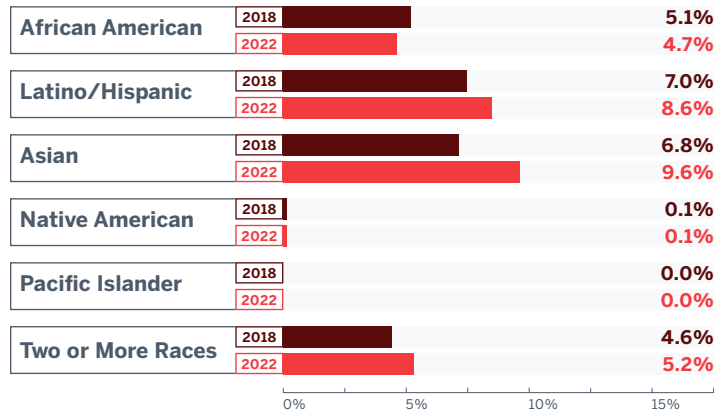
Enrollment of Minority Students

Minority Students Total



28.3%
IU Bloomington
Minority Enrollment

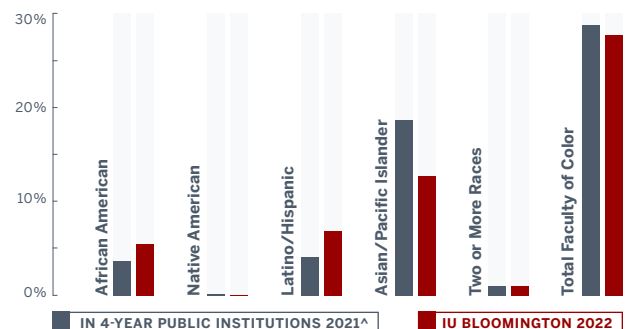
26.6%
Service Region
Minority Population



Tenured and Tenure Track Faculty

	Other State Institutions		IU Bloomington	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	4.0%	5.1%
Native American	0.3%	0.2%	0.4%	0.1%
Latino/Hispanic	2.0%	4.4%	3.3%	7.7%
Asian/Pacific Islander	9.6%	19.1%	7.1%	13.0%
Two or More Races		1.4%		1.4%
Total Faculty of Color	14.4%	28.8%	14.8%	27.3%
White	85.6%	71.2%	85.2%	72.7%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.



Diversity by Numbers

Minority Retention Rates

	2017	2021
African American	89.8%	86.6%
Latino/Hispanic	89.8%	90.9%
Asian	91.6%	92.3%
Native American	100.0%	100.0%
Pacific Islander	100.0%	100.0%
Two or More Races	89.5%	90.5%
Total Campus Average	90.9%	89.9%

Minority 6-year Graduation Rates

	2012 COHORT	2016 COHORT
African American	61.3%	68.0%
Latino/Hispanic	79.0%	78.3%
Asian	81.0%	84.5%
Native American	63.6%	83.3%
Pacific Islander	25.0%	100.0%
Two or More Races	70.5%	75.5%
Total Campus Average	78.0%	81.1%

OVPDEI Academic Program Retention Rates

	2017	2021
21st Century Scholars	88.7%	89.0%
Hudson & Holland Scholars	93.6%	94.9%
Groups Scholars	93.3%	92.7%
FASE Students	93.2%	93.1%

Average 6-Year Graduation Rate

	2012 COHORT	2016 COHORT
21st Century Scholars	66.3%	70.1%
Hudson & Holland Scholars	88.5%	87.5%
Groups Scholars	53.2%	63.0%
FASE Students	91.8%	77.2%

YEARLY HIGHLIGHTS:

- Received the 2023 Insight Into Diversity Higher Education Excellence in Diversity (HEED) Award, recognizing colleges and universities demonstrating an outstanding commitment to diversity and inclusion for the ninth consecutive time. IU Bloomington also received the Diversity Champion Award for the seventh consecutive year, recognizing its visionary leadership and successful strategies and programs that serve as models of excellence for other institutions.
- Recognized by Campus Pride, a national nonprofit network of student leaders and campus groups devoted to improving college life for lesbian, bisexual, gay, transgender, and queer students across the U.S. The IUB campus was named in its 2023 list of top LGBTQ-friendly colleges for the ninth time. In addition, the campus ranked #4-Best Colleges for LGBTQ+ Students, Best Colleges, 2023.
- Established the Antisemitism Advisory Board through the Office of the Provost and Executive Vice President. The board works proactively to support and educate the IUB community and advises campus leadership on addressing issues that may arise.
- Proclaimed the second Monday of October Indigenous Peoples' Day at IU Bloomington and commended its observance to the local community. Indigenous Peoples' Day was proposed in 1977 by the International Conference on Discrimination Against the Indigenous Population in the Americas.
- Established the Elder Watson Diggs Inclusive Teacher Project. This effort builds community and a sense of belonging among Black educators through regular interactions with Black students in teacher preparation programs, teachers currently in the classroom, and high school students considering careers in education. The project focuses on the involvement and retention of Black students enrolled in the IUB School of Education while working to create a pathway for recruiting Black teacher cadets. Funding for the project is provided by the Indiana University Foundation's Black Philanthropy Circle.
- Conducted several diversity recruitment initiatives through the Office of Admissions, including IU's Pre-College Academy, formerly Balfour Academy. The initiative invites historically marginalized rising seniors with a GPA of 3.0 or higher to spend a week on campus. These students participate in daily activities and workshops to help them prepare for college life and their future careers with seminar discussions on identity, culture, and college and career readiness. The first year supported 20 students. In year two, that number grew to 38, 26 of whom applied to IU.

CIEE PROGRAM: INSPIRING NEW GENERATIONS OF CHANGEMAKERS

Study abroad is an integral part of the Indiana University academic experience. Just ask sophomore Ja'Niya Howard.

Howard was selected by the Council on International Education Exchange (CIEE) to participate in the 2023 Frederick Douglass Global Fellowship, a prestigious summer exchange program founded to honor America's most powerful scholars and social justice leaders for their work to break down barriers and inspire sociopolitical change.

Students selected for the fellowship are chosen based on their demonstrated commitment to advancing social justice in the world by building bridges between people with different viewpoints.

Over the course of the four-week summer program, the 12 fellows travel to multiple cities in America, South Africa, and Ireland where they are exposed to diverse examples of social justice leadership. The itinerary is inspired by Frederick Douglass—an American social reformer, abolitionist, orator, writer, and statesman—and his travels to Ireland in 1845 when he and Irish visionary Daniel O'Connell exchanged ideas on creating a more just and equal society.

Similar historical changemakers, including John Lewis, Abraham Lincoln, Bishop Desmond Tutu, and Nelson Mandela, are also studied during the fellowship as students travel through Washington D.C., Cape Town, South Africa, and Dublin, Derry, and Belfast in Northern Ireland. The fellows conclude their journey with a comparative study showcasing their findings.

Howard's interest in the fellowship stems from her identity as an African American woman and her involvement with sociopolitical change. She actively participated in the Michigan Organization of Adolescent Sexual Health and serves on the group's racial relations board.

Howard says she has learned to believe in herself and her talents through the fellowship.

"Many students have so much potential; sometimes, it just takes that little push," says Ochmaa Escue, director of Indiana University's Overseas Studies and Scholarship Program, administered by the Office of the Vice President for Diversity, Equity, and Inclusion.

CIEE participants at the 2023 Frederick Douglass Global Fellowship

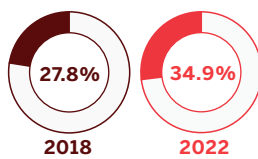


IUPUI: A Foundation of Diversity

Indiana University-Purdue University Indianapolis (IUPUI)* believes in the power of transformation. Leaders and staff are committed to providing opportunities and experiences that positively impact the lives of students and the community, alike.

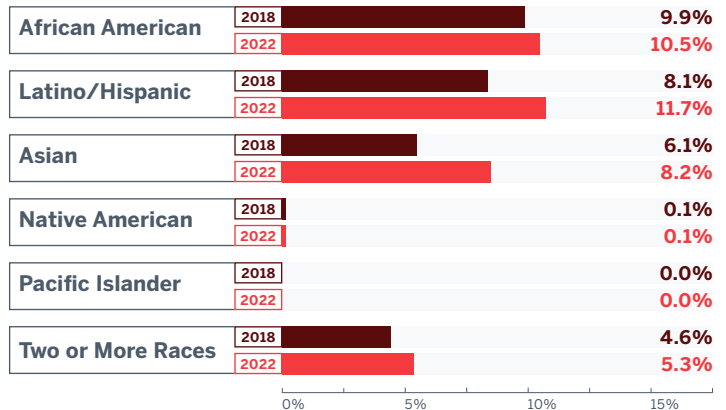
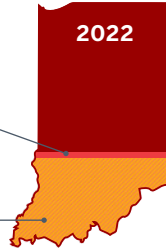
Enrollment of Minority Students

Minority Students Total



34.9%
IUPUI Overall
Minority Enrollment

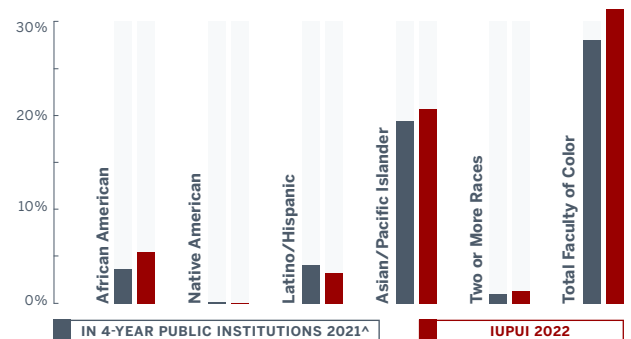
34.4%
Service Region
Minority Population



Tenured and Tenure Track Faculty

	Other State Institutions		IUPUI	
	2005	2021^	2005	2022
African American	2.5%	3.7%	2.8%	4.4%
Native American	0.3%	0.2%	0.3%	0.1%
Latino/Hispanic	2.0%	4.4%	2.8%	3.9%
Asian/Pacific Islander	9.6%	19.1%	14.3%	21.0%
Two or More Races		1.4%		1.7%
Total Faculty of Color	14.4%	28.8%	20.2%	31.0%
White	85.6%	71.2%	79.8%	69.0%

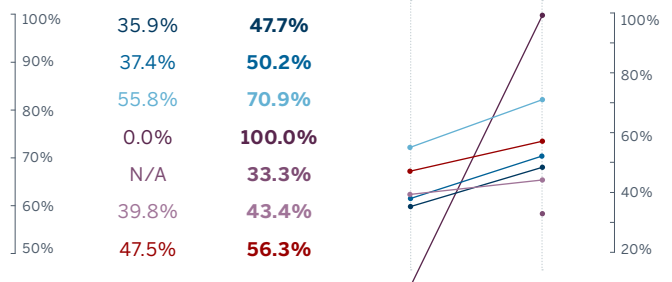
^ Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.



Diversity by Numbers

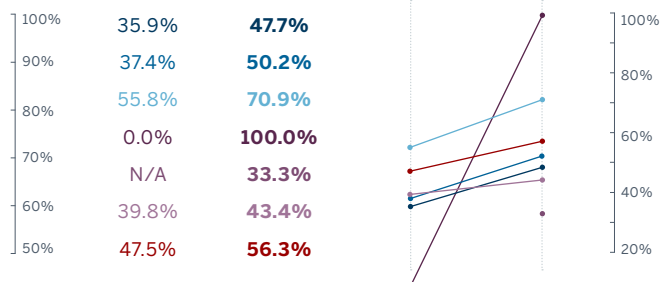
Minority Retention Rates

	2017	2021
African American	64.4%	66.2%
Latino/Hispanic	71.4%	68.0%
Asian	88.3%	83.9%
Native American	50.0%	100.0%
Pacific Islander	50.0%	100.0%
Two or More Races	65.5%	63.2%
Total Campus Average	71.5%	70.7%

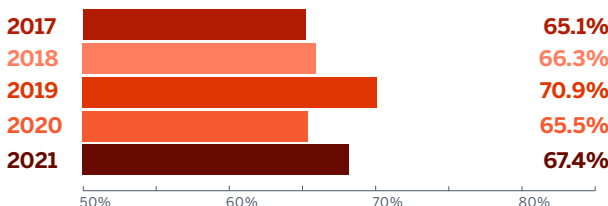


Minority 6-year Graduation Rates

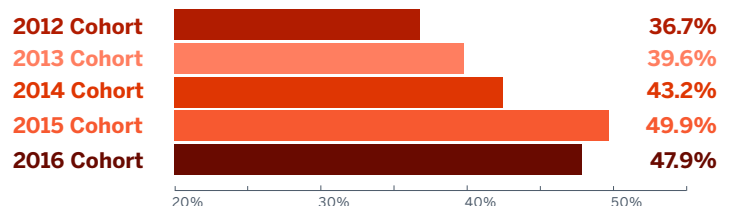
	2012 COHORT	2016 COHORT
African American	35.9%	47.7%
Latino/Hispanic	37.4%	50.2%
Asian	55.8%	70.9%
Native American	0.0%	100.0%
Pacific Islander	N/A	33.3%
Two or More Races	39.8%	43.4%
Total Campus Average	47.5%	56.3%



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



*The IUPUI report also includes data from the Indiana University Purdue University Columbus and Indiana University Fort Wayne campuses.

YEARLY HIGHLIGHTS:

- Received the 2023 Insight Into Diversity Higher Education Excellence in Diversity (HEED) Award, recognizing colleges and universities demonstrating outstanding commitment to diversity and inclusion. IUPUI is among five institutions to receive the HEED award 12 times—every year it has existed.
- Conducted a 2022 comprehensive climate survey of students, staff, and faculty members to gain insight into their perspectives of the campus. The survey reflects race, gender, sexual orientation, religious and political beliefs, disability/ability, and military status. It assists campus leaders to identify initiatives and programming designed to enhance the experiences of IUPUI students, staff, and faculty.
- Developed the Black Women's Task Force in response to the 2018 IUPUI Climate Survey results. The results reflected feedback from more than 300 faculty and staff who participated in 21 focus groups. Many recommendations from the IUPUI Black Women's Task Force survey results were implemented during the 2022–23 academic year.
- Facilitated Faculty and Staff Reading Groups, marking the third year of reading groups facilitated by and composed of IUPUI staff and faculty. More than 250 participants read and discussed one of two books—*So You Want to Talk About Race* by Ijeoma Oluo and *The Racial Healing Handbook* by Anneliese Singh. More than 500 IUPUI students, staff, faculty, and community members attended the Chancellor's Diversity Lecture at the Madam Walker Legacy Center as part of the fall 2023 Chancellor's Diversity Lecture Series.

YOU CAN DO IT

College is an exciting time of new beginnings—a chance to meet new people and explore new academic pursuits. But for many students, particularly those traditionally underserved in higher education, college can also be confusing, challenging, and isolating.

The Diversity Enrichment & Achievement Program (DEAP) at IUPUI aims to help.

Created in 2013 as a racially and culturally diverse student success and retention program, DEAP participants are encouraged to believe in themselves and to recognize their potential. It provides a supportive community containing resources and mentoring initiatives that connect, affirm, guide, and engage students to ensure their success at IUPUI.

Vonna Murdock, an alumna of DEAP, knows the life-changing benefits of the program firsthand.

“Going to college was a must for me, but I knew it would be hard to be away from my family. I got involved in DEAP, and it was a family away from home. Because of DEAP, I’m still here and achieving,” Murdock says.

DEAP uses a tiered approach to help students transition from their first year through graduation. Program participants complete three tiers:

- First-Year Experience Program that provides knowledge, skills, and assistance to enhance the success of first-year students at IUPUI.
- A Sophomore Leadership Program that includes monthly workshops that teach interpersonal skills and support students to develop critical professional leadership competencies to engage as emerging student leaders fully.
- Career ConNEXTions, a series of targeted workshops and initiatives on topics related to career preparation, professional and graduate school admission, and assistance to help students transition to working professionals in their career field after graduating from IUPUI.

For students like Alexa Rodman, a freshman and global and international studies major, DEAP is indeed making a difference.

“DEAP has been a huge way for me to find my community and make friends. I come from a small town where there wasn’t a lot of diversity...being able to connect with people of similar ethnicities and backgrounds made me feel at home. I truly don’t think I would have the support system to push through without DEAP,” Rodman says.

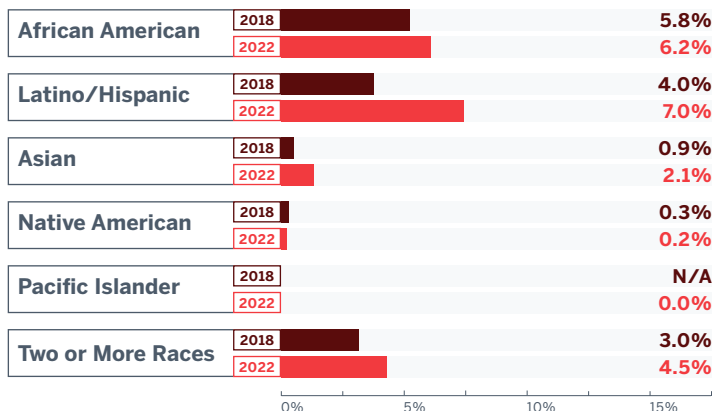
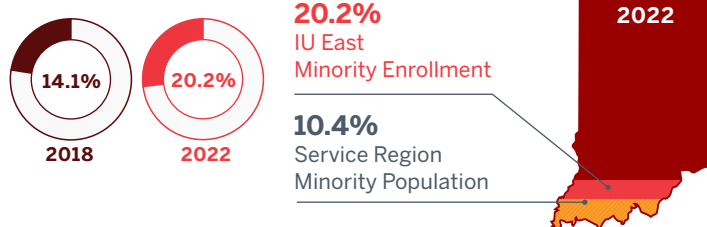


Indiana University East: Creating Diversity Excellence

Most colleges and universities promote messages of equity and diversity. Indiana University East (IUE) has taken its message to new levels with actionable steps to attract and retain underrepresented populations.

Enrollment of Minority Students

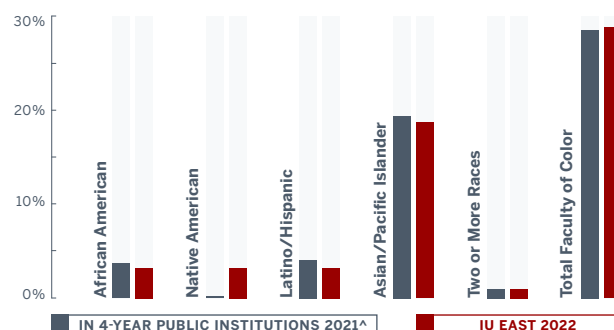
Minority Students Total



Tenured and Tenure Track Faculty

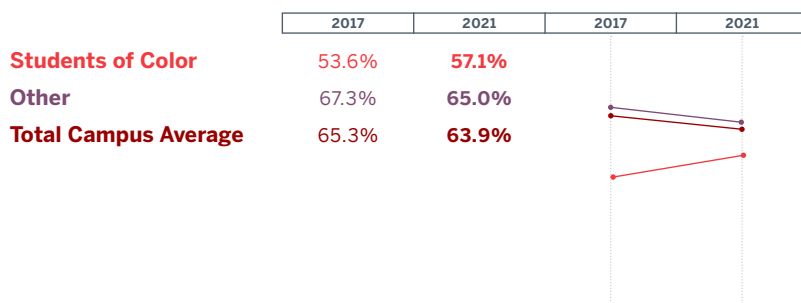
	Other State Institutions		IU East	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	1.9%	2.9%
Native American	0.3%	0.2%	1.9%	2.9%
Latino/Hispanic	2.0%	4.4%	0.0%	2.9%
Asian/Pacific Islander	9.6%	19.1%	9.4%	18.8%
Two or More Races		1.4%		1.4%
Total Faculty of Color	14.4%	28.8%	13.2%	29.0%
White	85.6%	71.2%	86.8%	71.0%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.

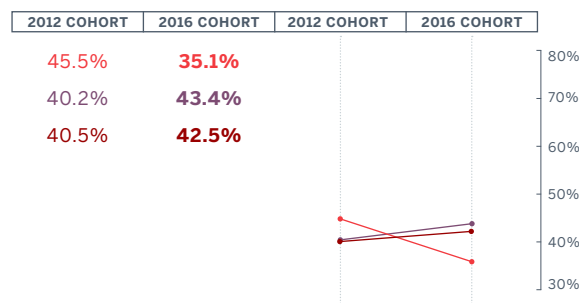


Diversity by Numbers

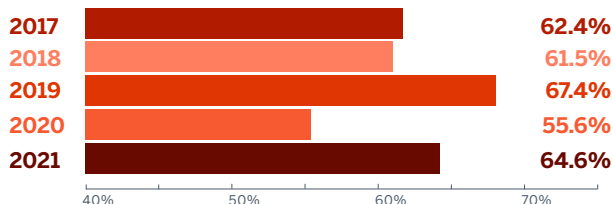
Minority Retention Rates



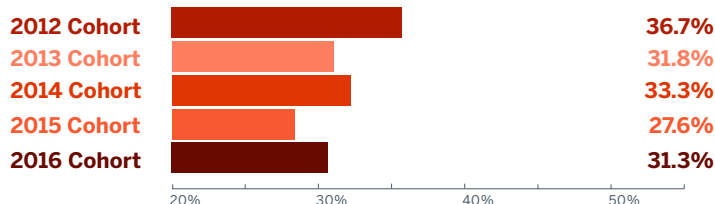
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



YEARLY HIGHLIGHTS:

- Launched the first campus climate survey in the fall of 2022 to help facilitate a better understanding of the campus community's perspectives and experiences related to diversity, equity, and inclusion. Some significant recommendations based on the findings included developing and implementing policies, procedures, and trainings to increase the likelihood of reporting bias, discrimination, and harassment; adding more representation to the cabinet; and offering more DEI trainings and events.
- Hosted the Annual Martin Luther King Jr. Celebration with more than 400 people attending the annual MLK lecture delivered by Symonne Sanders, sponsored by IUE, Earlham College, and the Richmond NAACP. IUE expanded this year's celebration by hosting a week of service at the Townsend Community Center, where students, faculty, and staff were invited to help K-12 students in their after-school program.
- Expanded community outreach by collaborating with Amigos Richmond Latino Center on two initiatives. More than 100 people attended La Fiesta de IU East: Hispanic Heritage Month Celebration, which included food, dance lessons, and live entertainment. Also, 14 high school students from Amigo's Latinx Leadership Program visited campus last April. Some of their activities on campus included touring the campus and spending time with members of the Office of Admissions, playing soccer with faculty and staff, and attending a student panel that discussed life in college.
- Launched its first Groups Scholars Program this past summer to increase attendance among first-generation and underrepresented students. The program served 23 students in its first year. Highlights from an assessment conducted at the end of the program include that 100 percent of students surveyed agreed they made at least one new friend during the program; 100 percent of students surveyed agreed that after participating in the program, they felt like they belonged at IUE; and 95.46 percent of students surveyed agreed they were better prepared to be successful in college because they participated in the program.

Asst. Librarian
Beth South



NURTURING EQUITY, ONE BOOK AT A TIME

Students at Indiana University East are part of a vibrant learning community that embraces diversity, equity, and inclusion.

One of the many ways the campus promotes DEI is through its Campus Library, which contains a comprehensive suite of resources for students and the community to learn about the history of different cultures.

Director Frances Yates says the library's DEI initiatives are grounded in campus and community collaboration.

"We connect the campus and community for academic outreach, civic and cultural advocacy, and sharing of diverse ideas and perspectives," Yates notes.

The campus-community connection is evident in the collections offered by the IUE library. Tailored databases and archives focus on DEI-related subjects and issues, including an LGBTQ+ community digital archive and the Latino Literature: Poetry, Drama, and Fiction database.

Multimedia resources further illustrate the library's commitment to breaking down barriers to educational resources and engaging all age groups. For example, the library offers a detailed guide to engage K-12 youth, providing interactive tools to help them learn about the solar eclipse in April 2024.

The library is also making the subject of space exploration more accessible to rural residents with a planned solar walk in 2024. The collaborative effort is supported by several groups, including Every Child Can Read, the Boys and Girls Club, Amigos, Richmond Community Schools, and IU East Groups Scholars Program.

"As we build on existing partnerships in the communities that the IU East campus serves, we are able to design materials that will make the experience more meaningful for diverse participants," Yates explains.

Several additional DEI outreach activities and initiatives enhance this mission. Among them:

- The Reading Academy: A summer program through Every Child Can Read that offers reading instruction and enrichment activities for local youth with collections in English and Spanish.
- Specialized resource guides: Collections of reliable sources on different topics such as the Go Green guide for environmental literature, with an emphasis on diverse perspectives.
- The Math Counts! Program: Tutoring and mentoring available for K-12 students through IU East and the Center for Service-Learning.

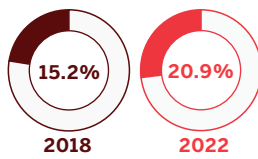
The library's intentional focus on DEI is helping to create a sense of belonging for students, notes Yates, and contributing to a campus experience where students of different perspectives and cultures can come together to learn and thrive.

IU Kokomo: A Commitment to Serve

Transformative changes continue to take place on IU Kokomo's (IUK) campus. Students are immersed in a diverse learning community where programming, professional enrichment, internships, student groups, and organizations inspire, inform, and prepare them for college and the world.

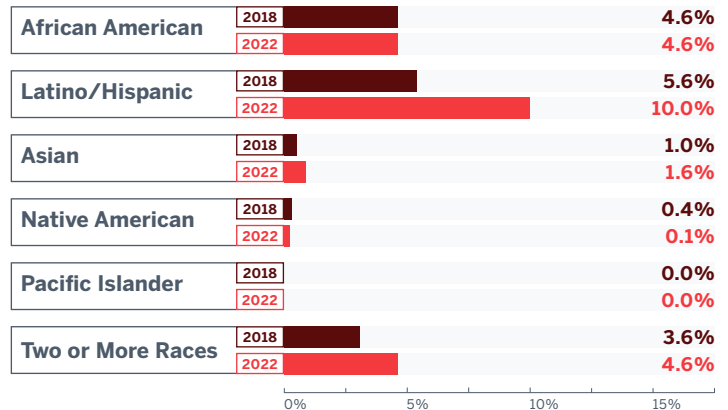
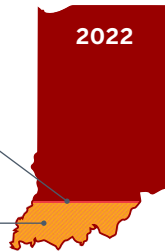
Enrollment of Minority Students

Minority Students Total



20.9%
IU Kokomo
Minority Enrollment

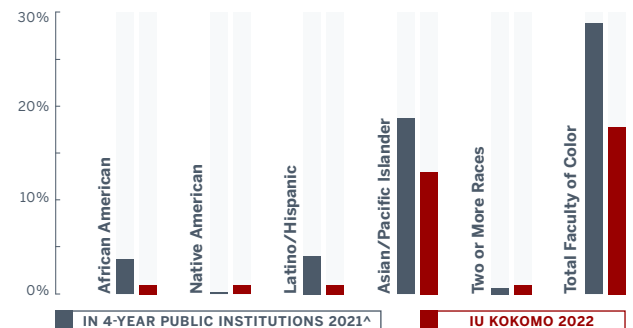
19.3%
Service Region
Minority Population



Tenured and Tenure Track Faculty

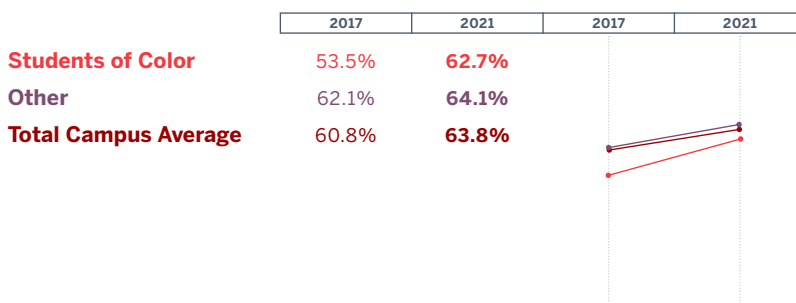
	Other State Institutions		IU Kokomo	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	1.7%	1.6%
Native American	0.3%	0.2%	0.0%	1.6%
Latino/Hispanic	2.0%	4.4%	1.7%	1.6%
Asian/Pacific Islander	9.6%	19.1%	6.7%	12.5%
Two or More Races		1.4%		1.6%
Total Faculty of Color	14.4%	28.8%	10.1%	18.8%
White	85.6%	71.2%	89.9%	81.3%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.

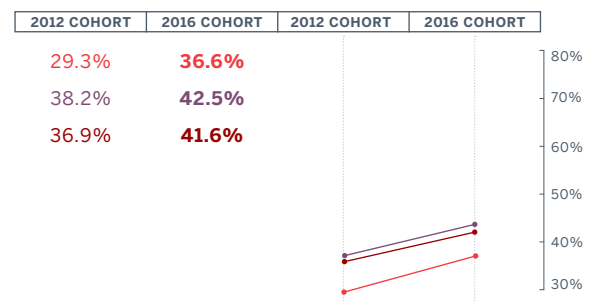


Diversity by Numbers

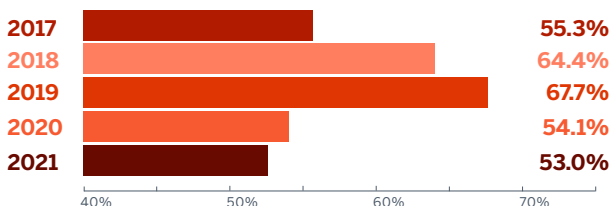
Minority Retention Rates



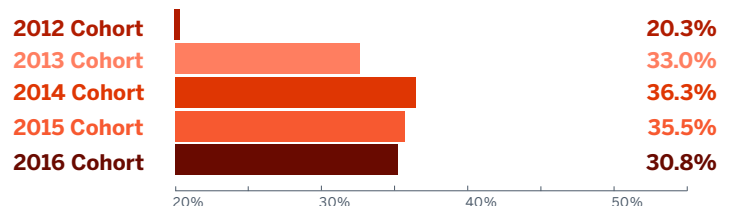
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



YEARLY HIGHLIGHTS:

- Hosted award-winning poet and activist Nikki Giovanni, who gave a public reading of her poetry to hundreds of campus and community members in March 2023. She also visited Lafayette Park Elementary School, where she met with students, talked to them about writing, and read an excerpt from her book *The Grasshopper's Song*.
- Launched IUK's Groups Scholars Program in the summer of 2023 with 31 students (48 percent first-generation, 16 percent African American, 26 percent Hispanic/Latino, and 20 percent two or more races). The program provides academic, financial, and social support to first-generation students and students from underrepresented communities. Groups Scholars receive funds to cover four credits of summer tuition and fees, a laptop, and up to \$1,000 in scholarships toward their first year.
- Launched a pilot program titled Pedagogical Partnerships, in which one faculty member is paired with one Multicultural Center Equity Ambassador (IUK student) to improve inclusivity within the faculty member's chosen course. Four faculty and four students participated in the fall 2022 pilot. This pilot was made possible by a partnership between the Center for Teaching, Learning, and Assessment and the Multicultural Center, with funding from the IU Kokomo Women of the Well House and the Queer Philanthropy Circle.
- Hosted reading groups as part of IUK's DEIJ efforts to create a more inclusive environment and to support the many facets of diversity on campus. Nearly eighty faculty and staff members read *Do the Work: An Anti-Racist Workbook* during the fall and spring terms, and a secondary group met every other week over the summer. Participants found ways to incorporate learnings into their work on campus.



CREATING A COMMUNITY OF UNDERSTANDING

Indiana University Kokomo continues to explore ways to support student success with programs, policies, and initiatives designed to boost campus equity goals. One of these efforts is the recent release of a Canvas module that provides education on the LGBTQ+ community and the issues its members face.

The course begins with primers of diversity, equity, and inclusion. After completing these primers, users advance to LGBTQ-specific lessons that provide information on LGBTQ+ history, terminology, and common misconceptions.

Sarah Heath, Ph.D., a professor of history and co-contributor to the module, came up with the idea after noticing a lack of inclusivity education on campus.

"After arriving at IU Kokomo, I began asking why we didn't require any kind of diversity training," she explains. "I've worked at many other locations and that was just always an expectation."

Benjamin Liechty, director of IU Kokomo's Alumni Relations and LGBTQ+ Center and the module's co-creator, also saw a growing need for this course.



"Our student demographics are shifting to where we are having more trans students, students who use they/them pronouns, and students who choose to go by a different name," Liechty says. "Creating a safe space for these students to learn and to be successful in their degree programs is something that Prof. Heath and I are both incredibly passionate about."

Alongside Heath and Liechty, the university is working to provide additional resources to further educate staff on underrepresented identities and cultures.

"Every year, faculty members must engage in two hours of training," Heath explains. "They can select whatever topics they wish and then attend meetings, go to workshops, or read various books and literature."

Completing the LGBTQ+ module created by Heath and Liechty is one way to fulfill some of this training.

IU Kokomo leaders hope the module enables faculty and staff to walk away with a better understanding of what it means to be LGBTQ+.

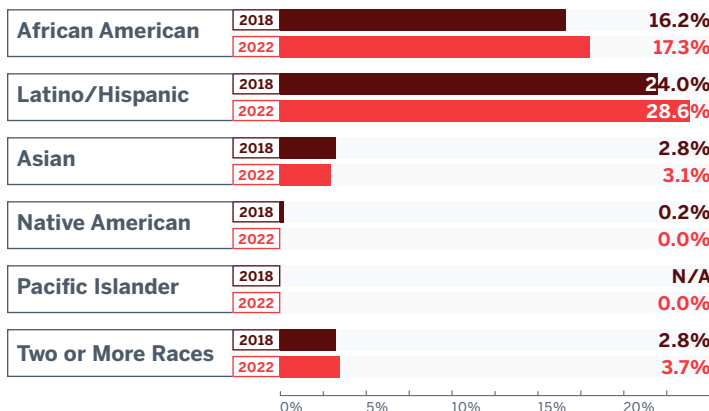
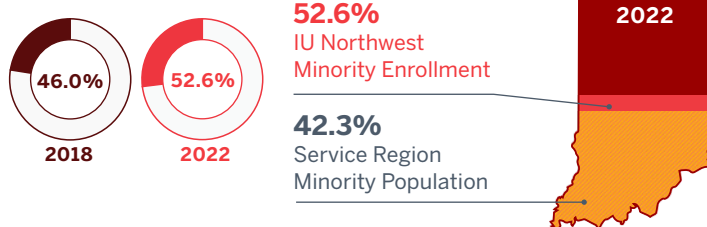
"Having an opportunity to educate oneself about the experiences that the LGBTQ+ community endures on a daily basis just helps all of us gain more insight—and maybe some compassion—for people they maybe never really knew," Liechty notes. "It's all about education."

IU Northwest: Striving for Student Success

As Indiana University's only designated Hispanic Serving Institution, IU Northwest (IUN) is home to a diverse group of students, faculty, and staff, empowering individuals to be citizens who can apply the knowledge they gain to transform their communities and the world.

Enrollment of Minority Students

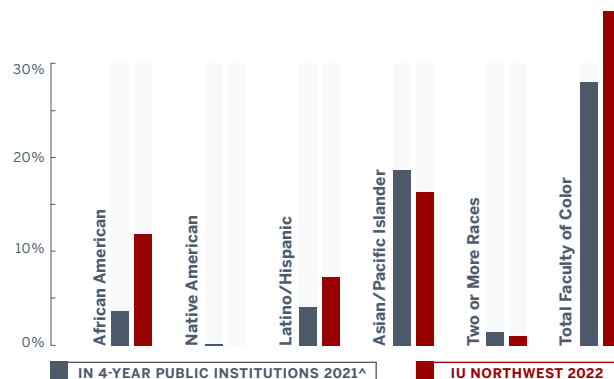
Minority Students Total



Tenured and Tenure Track Faculty

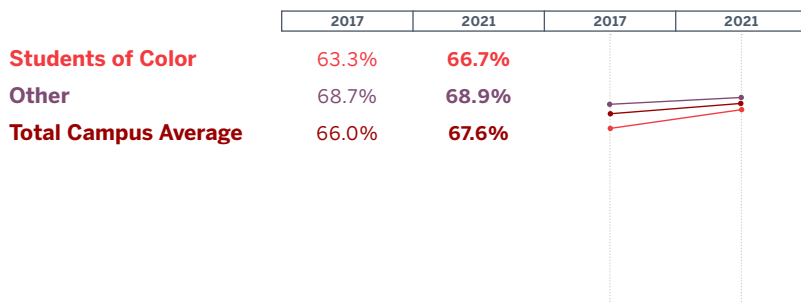
	Other State Institutions		IU Northwest	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	5.1%	13.1%
Native American	0.3%	0.2%	0.0%	0.0%
Latino/Hispanic	2.0%	4.4%	4.2%	7.1%
Asian/Pacific Islander	9.6%	19.1%	10.2%	17.9%
Two or More Races		1.4%		1.2%
Total Faculty of Color	14.4%	28.8%	19.5%	39.3%
White	85.6%	71.2%	80.5%	60.7%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.

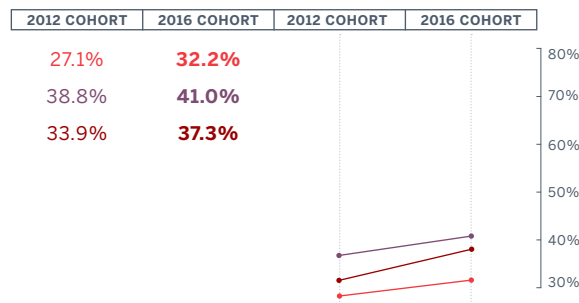


Diversity by Numbers

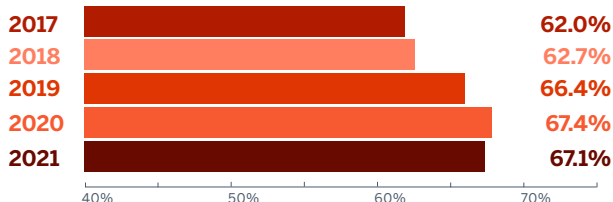
Minority Retention Rates



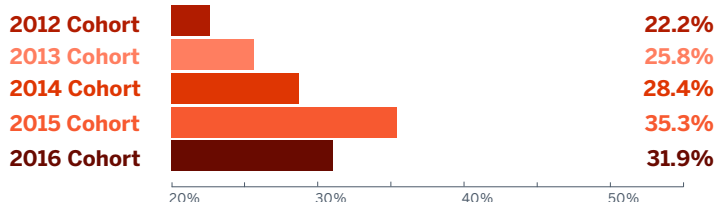
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



YEARLY HIGHLIGHTS:

- Launched the Kids College Program, providing 75-100 rising local sixth, seventh, and eighth graders simulated college experiences focusing on varying themes and disciplines. The program is designed to empower students, particularly those from historically underrepresented and low-income populations, to prepare for their future in higher education. This program was made available through an \$899,541 grant funded by Lilly Endowment, Inc., and is scheduled to expand to other IU regional campuses in the future.
- Hosted a Summer Bridge Program for all incoming students, helping them prepare for college classes, explore new interests, gain confidence, and form connections with fellow students, peer mentors, and faculty. The programs included Science, Technology, Engineering, and Math (STEM), the Humanities Summer Bridge, the "Start Smart" Business and Economics Summer Bridge, and the Health Professions Exploration Summer Bridge. Students who completed the STEM, Humanities, or Business and Economics Summer Bridge earned a \$250 credit to help pay for books for their first year at IU Northwest.
- Established the STEM Center, helping students connect to internships, peer mentoring, and leadership opportunities that prepare them for academic and career success in STEM fields. Located on the second floor of the John W. Anderson Library on IU Northwest's campus, the collaborative center serves as a place for STEM students from both IU Northwest and Ivy Tech Community College to learn, connect, and take advantage of STEM-specific services and opportunities. The STEM Center came to fruition thanks to a \$5 million grant from the U.S. Department of Education's Hispanic Serving Institution (HSI) Science, Technology, Engineering and Math and Articulation Program, which IU Northwest was able to apply as a federally designated HSI.
- Invited faculty to participate in the Association of College and University Educators Pedagogical Training, a professional development program designed to increase capacity to implement research-based teaching practices shown to improve student success. Participating faculty receive micro-credentials that can enhance their CVs, and adjuncts who complete the courses can receive \$2,000 in supplemental pay per course. In 2023, two courses were offered to help promote active learning and foster a culture of belonging. This opportunity was made possible as part of the IUN's federal DHSI-Invest grant.

BUILDING A COMMUNITY OF DIVERSE LEARNERS

Students who attend Indiana University Northwest come from all backgrounds and experiences. Twenty-six percent of students are Hispanic; 17 percent are African American. This diversity defines the IU Northwest campus, creating a learning opportunity that embodies different cultures, perspectives, and values.

This focus on diversity was amplified in 2021 when IU Northwest was awarded a \$5 million grant from the Hispanic Serving Institution Science, Technology, Engineering and Math and Articulation Program at the U.S. Department of Education.

A program called "Transforming IU Northwest for Opportunities in STEM" is a result of this funding. Known by the acronym "TRIUNFOS," which translates to "triumphs" in English, the effort aims to increase the number of Northwest Indiana students graduating with bachelor's degrees in STEM fields, with a focus on Hispanic and low-income students.

Fostering student-faculty interaction is a hallmark of TRIUNFOS, in part because IU Northwest is a commuter campus, says Kris Huysken, an associate dean in the College of Arts and Sciences.

"We recognize that the faculty-student relationship is one of the most important factors in student success...so part of our project is focused on supporting that relationship," Huysken says.

The effort includes a 25-week component where many full-time STEM faculty redesign their courses to implement collaborative learning strategies. So far, this work is showing promise, according to Huysken, with improved scores and a decrease in the drop, fail, and withdraw rate by about 10 percentage points.

Just as important, TRIUNFOS is having an impact on closing equity gaps.

"All students did better, but the improvements are not the same across the board," Huysken notes. "It's also closing the equity gap between white and historically underrepresented students."

To further enhance student success, many STEM students in the program are hired as in-class peer coaches, peer-to-peer mentors, and research assistants in faculty labs. These connections reinforce what students are learning in the classroom, says Huysken.

IUN also used the HSI grant to build a STEM center, a study hub for STEM students that offers access to many STEM-specific services. The center, a shared space with Ivy Tech Community College, helps ease the transition to IUN.

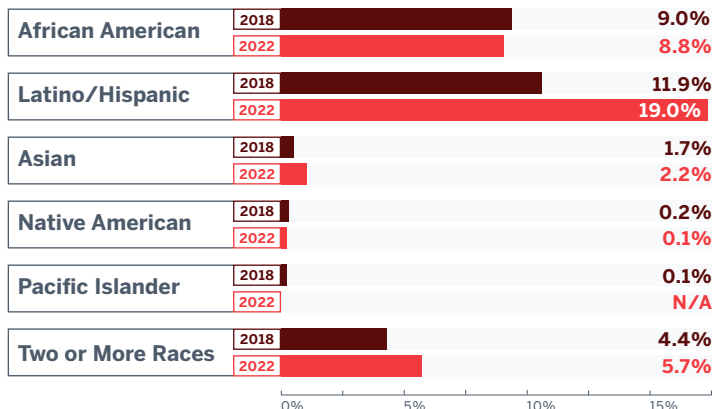
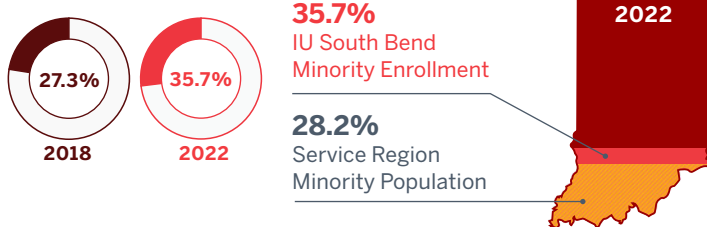
"These types of grants can truly be transformative," Huysken says.

IU South Bend: A Campus That Values Diversity

IU South Bend (IUSB) offers something for everyone, beginning with a welcoming campus and inclusive learning community. With its smaller campus, every student can experience college life to the fullest, in and out of the classroom. These experiences are enhanced with the support of dedicated and caring professors who bring out the best in students and nurture their potential.

Enrollment of Minority Students

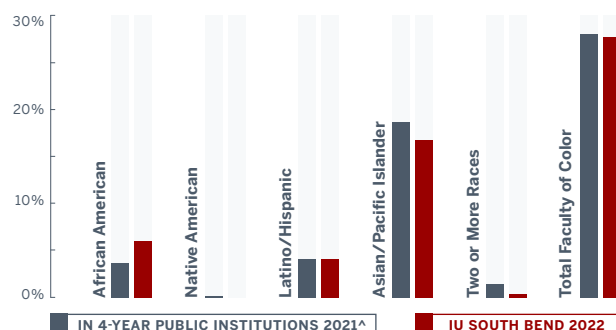
Minority Students Total



Tenured and Tenure Track Faculty

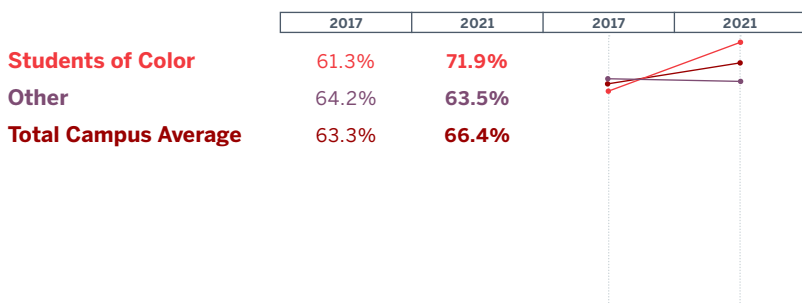
	Other State Institutions		IU South Bend	
	2005	2021^	2005	2022
African American	2.5%	3.7%	4.0%	5.8%
Native American	0.3%	0.2%	0.0%	0.0%
Latino/Hispanic	2.0%	4.4%	2.9%	4.4%
Asian/Pacific Islander	9.6%	19.1%	12.7%	17.5%
Two or More Races		1.4%		0.7%
Total Faculty of Color	14.4%	28.8%	19.6%	28.5%
White	85.6%	71.2%	80.4%	71.5%

^ Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.

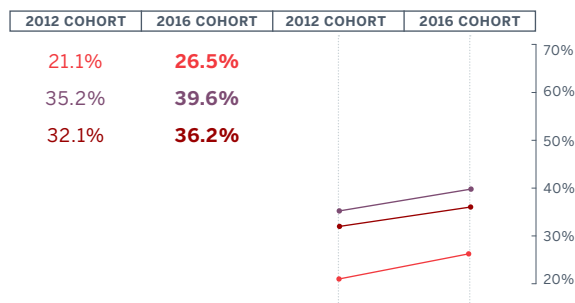


Diversity by Numbers

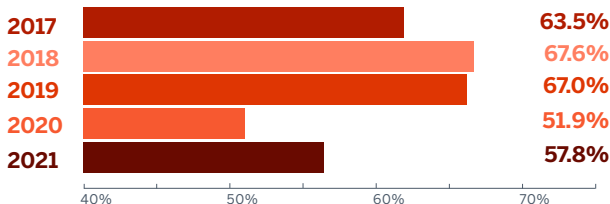
Minority Retention Rates



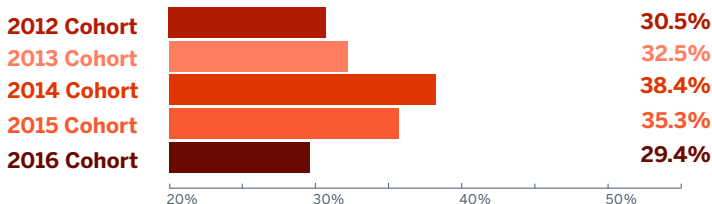
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



YEARLY HIGHLIGHTS:

- Launched several major initiatives to expand its reach and impact, building a strong campus to serve students of today and tomorrow. This includes new partnerships with K-12 schools for career pathways and Indiana College Core credits, parent and family engagement, and a novel “map the gap” program for high school students taking a gap year, establishing IU’s successful Groups Scholars Program at IU South Bend, creating a new undergraduate advising center, and creating enhanced coaching, tutoring, and internship opportunities for students.
- Renewed and expanded the Institutional Award Program, providing eligible Pokagon citizens and employees with Institutional Awards that reduce or eliminate the difference between in-state and out-of-state tuition rates. Although the Pokagon Band is federally recognized in Indiana and owns and operates several businesses within the state, many of the tribe’s citizens and employees reside in Michigan and other states.
- Relunched the African American Landmark Tour, a project that shares local Black history. Curated by IUSB’s Civil Rights Heritage Center, the relaunch features a first look at the new signs for each tour location, a new website (aalt.iusb.edu), and a curriculum for K-12 educators to use in classes. A grant from the Institute of Museum and Library Services partly supported the relaunch.
- Received a \$2 million grant to increase retention and graduation rates for low-income and at-risk students through the Strengthening Institutions Program Grant from the U.S. Department of Education. IUSB established an early intervention effort to integrate academic and student services through case management, enhanced faculty interaction, and peer support through case management efforts, gateway courses using tutoring, supplemental instruction, peer mentors, and collaborative learning. The grant also focused on increasing and supporting workplace experiences by establishing the Office of Professional Engagement.

INSPIRING, SUPPORTING NEW GENERATIONS OF LEADERS

The Black Student Union (BSU) at Indiana University South Bend represents a vibrant part of the institution’s commitment to offer students and others learning experiences that highlight diversity, equity, and inclusion.

Primarily a student-driven organization, the BSU focuses on building a “safe-space community” for Black students, increasing their leadership skills, offering mental health supports, and providing an opportunity for students of all races to celebrate Black culture and history.

Today, the BSU has grown from a handful of members to dozens of students who participate in meetings each week.

The Student Government Association (SGA) plays a key role in the funding and policymaking of campus organizations like the Black Student Union. The goal, says SGA’s David Saleh, is to provide a voice for students and serve as a go-to resource for the administration to garner student input on projects, policies, and the development and growth of the campus.

“One of the SGA’s core responsibilities is to facilitate relationships among students and give them a sense of safety and comfortability,” notes Saleh.

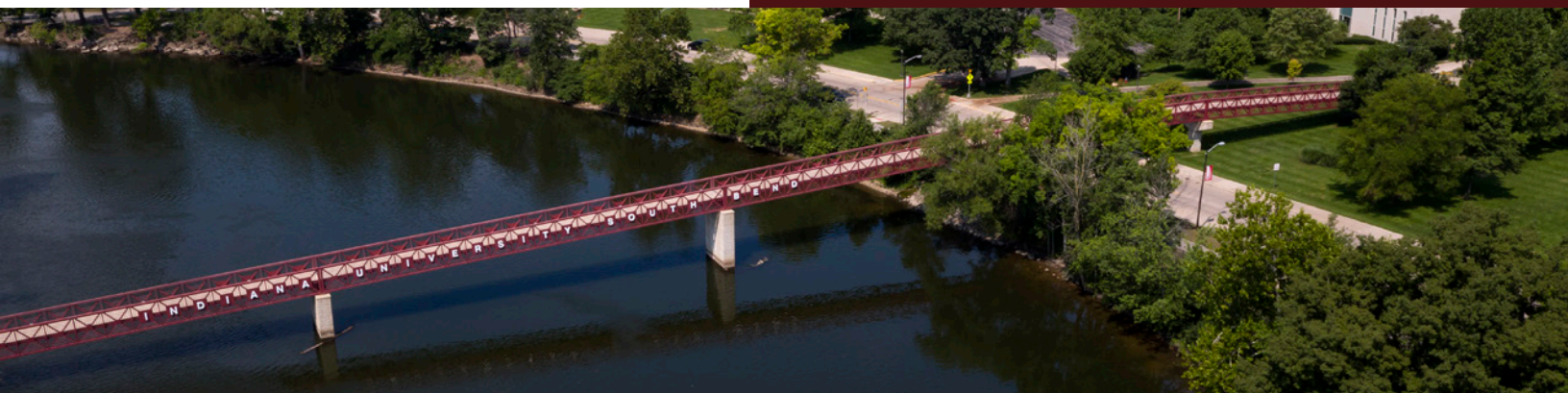
To that end, the SGA recently partnered with the Latino Student Union, the Honors Program, and Titan and Protections to host a “Latin Dance” for Hispanic Heritage Month.

“We had about 50-75 students attend the festivities in which they learned dances from a Latin dance instructor, experienced different foods, and developed connections with each other,” says Saleh.

“The Black Student Union and the Student Government Association are important parts of IU South Bend. They help to foster an inclusive community, create a sense of belonging among students, and make IU South Bend a better place to go to school.”



David Saleh

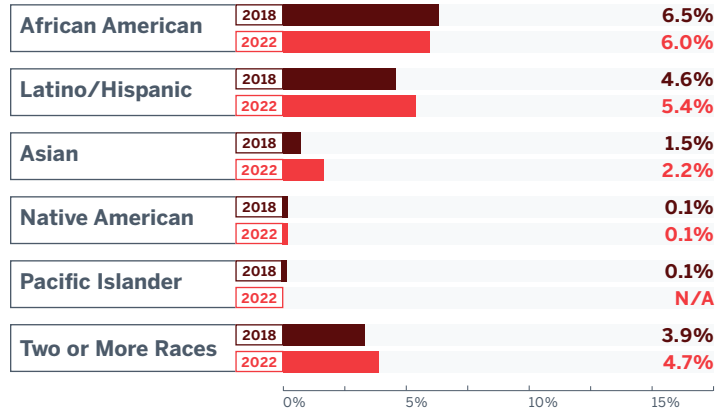
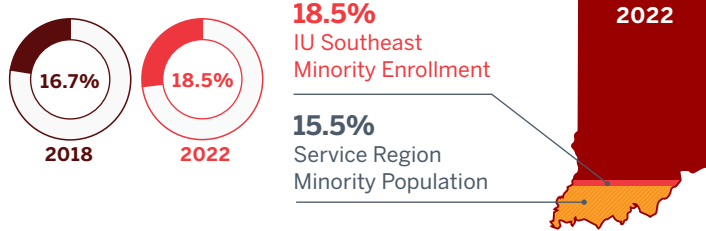


IU Southeast: Opening New Doors of Opportunity

Indiana University Southeast (IUS) is home to a diverse and vibrant student community. In addition to its core demographic of traditional college students who arrive as freshmen straight out of high school or home school, nontraditional students—such as adult learners and veterans—play a prominent role in shaping campus life.

Enrollment of Minority Students

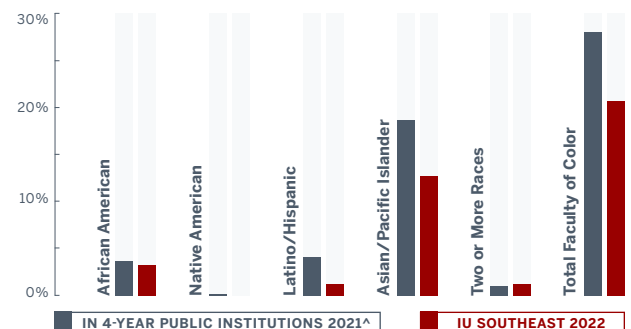
Minority Students Total



Tenured and Tenure Track Faculty

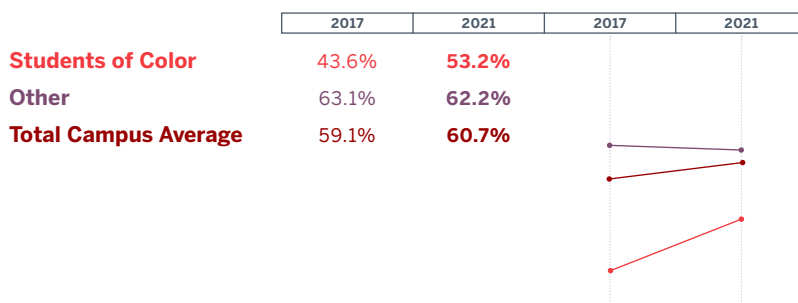
	Other State Institutions		IU Southeast	
	2005	2021 [^]	2005	2022
African American	2.5%	3.7%	1.9%	3.5%
Native American	0.3%	0.2%	1.9%	0.0%
Latino/Hispanic	2.0%	4.4%	0.0%	1.8%
Asian/Pacific Islander	9.6%	19.1%	9.4%	13.2%
Two or More Races		1.4%		1.8%
Total Faculty of Color	14.4%	28.8%	13.2%	20.2%
White	85.6%	71.2%	86.8%	79.8%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2021.

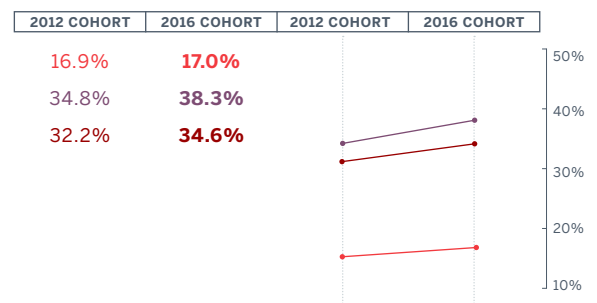


Diversity by Numbers

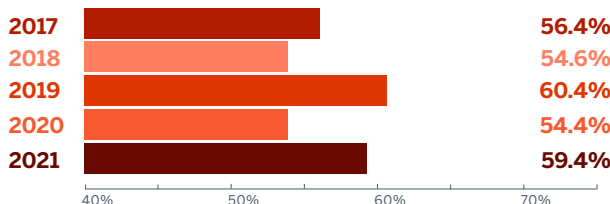
Minority Retention Rates



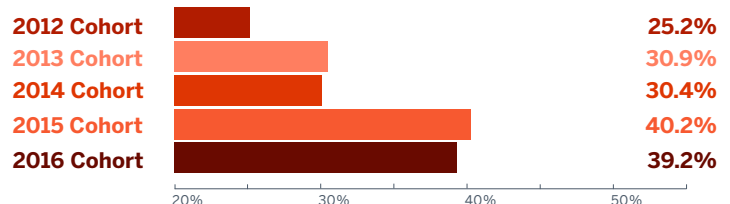
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



YEARLY HIGHLIGHTS:

- Initiated a unique collaboration with surrounding schools, community, foundation, and business partners to help prepare local educators to teach computer programming and robotics by integrating fun, interactive exercises with math or reading exercises. This initiative will help prepare teachers to meet the Indiana Department of Education's 2025 requirement that students in Indiana K-12 schools have daily teaching in STEM topics. In the short term, the project will serve elementary schools, elementary students, and elementary education majors at IUS. In the long term, elementary education students who have learned how to integrate computer science and robotics into their teaching will be ready with the most advanced teaching skills when they enter local classrooms as in-service teachers. To date, four training sessions have been held, impacting 19 current elementary teachers, 20 current high school teachers from seven area school districts, and 22 IUS School of Education students. The project is made possible by a generous grant from the Caesars Foundation of Floyd County with additional support from Rivera Group and the IU Women's Philanthropy Leadership Council.
- Hosted and co-sponsored a number of events and programs through the campus Multicultural Student Center: YAPA!, SungBeats, Angie K, and Maestro J Week of Welcome musicians; *Shared Legacies* Film and Discussion; *Wakanda Forever* movie; Conversation Drop-in Hour; Time Management workshops; Chocolate Fountain Social; Food celebrations for Hispanic Heritage, Soul Food, Lunar New Year; and Speakers National Teacher of the Year Kurt Russell; Spoken Word Poet Ebony Stewart; and Engaging Men Leadership Conference for more than 1,200 participant engagements.
- Conducted six Diversity Council Meet and Greets in the coffee shop to promote affinity groups to students, faculty, and staff and to promote the following services: CAPS, Alumni Relations, and academic advising with 35-55 people attending each session.

EMBRACING DIVERSITY AT IU SOUTHEAST

As home to a diverse group of students, faculty, and staff, Indiana University Southeast aims to be a diversity, equity, and inclusion model for the campus and in the community, especially in southern Indiana.

This goal gained steam in July 2020 when several instructors applied for a stipend to change or adjust their syllabuses to include a more race-focused curriculum. The process would not be easy.

"Instructors have to specify the content, how it is related to diversity, and then what kind of assignments they are going to do," says Prof. Sau Hou Chang, IUS faculty diversity coordinator. "And the committee looks at this and makes a decision."

To be approved, instructors must devote at least one-third of their course content to race. For some, this means adding information to existing course content. For others, it involved restructuring entire course materials.

Chang, who teaches educational psychology at IUS, is a part of the diversity initiative. She says her updated curriculum considers why different groups of people have varying educational experiences.

"With the added component of diversity, I could maybe talk about the academic achievement of different ethnicity groups," Chang explains. "For example, is race a factor in terms of academic performance and what makes that happen?"

Chang says IUS is still working on an assessment to track the progress of this initiative, but that the clearest way to show its impact is to look at the campus culture.

IUS is located only 15 minutes from downtown Louisville, Kentucky. This proximity affords students additional diversity-related experiences in the broader Kentucky area.

"We have to place education students in schools to do practicums, so we intentionally have them work with ESL students or with more diverse populations in the western part of Louisville," Chang notes. "There's also an African American History Museum in Louisville, so we take students there, too."

"The diversity education initiative is key in creating these opportunities," Chang says

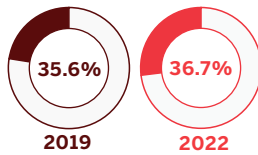


The IU School of Medicine: Reimagining the Medical Profession

As the largest school of medicine in the country, the Indiana University School of Medicine (IUSoM) values diversity in race, ethnicity, gender and gender identity, religion, socio-economic status, age, geography of origin and residence, sexual orientation, disability, work style and other aspects of human attributes and behaviors. The school offers focused, systematic, and sustained programs aligned with three foundational pillars: representational diversity, inclusive working and learning environment, and cultural competence.

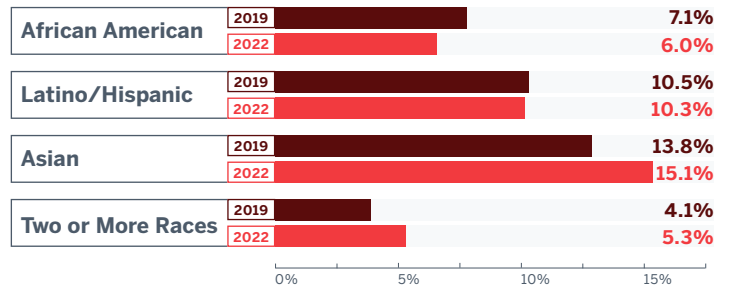
Enrollment of Minority Students

Minority Students Total



36.7%
IU School of Medicine
Minority Enrollment

26.6%
Service Region
Minority Population



YEARLY HIGHLIGHTS:

- Appointed Dr. Chemen Neal in January 2023 as executive associate dean and chief diversity officer for the Indiana University School of Medicine, overseeing the school's efforts on diversity, equity, inclusion, and justice. The IU School of Medicine has been working to accelerate its DEIJ initiatives. Since 2020, it's expanded on its core values and articulated the school's goal to be an anti-racist, equitable, welcoming, and inclusive organization.
- Welcomed its fifth cohort of Program to Launch Underrepresented in Medicine Success (PLUS) at Indiana University's School of Medicine. Launched in 2018, PLUS supports the career development of faculty from underrepresented backgrounds in academic medicine and helps promote and retain high-talent faculty from minoritized and historically marginalized backgrounds with the expertise and skills to become the next generation of leaders in academic medicine and health research.
- Matched a record number of female physicians into the orthopaedic surgery residency program at Indiana University School of Medicine following Match Day 2022. Having more than half the residency class identify as female is especially significant; nationally, only 16 percent of all orthopaedic surgery residents are women.
- Announced Brownsyne Tucker Edmonds, M.D., M.P.H., M.S., as the School of Medicine's first associate dean for health equity research. In addition to her role at the medical school, Tucker Edmonds serves as IU Health's inaugural chief health equity officer aiming to improve the experience and outcomes of patients from traditionally marginalized and under-resourced communities.
- Appointed a regional campus inclusion advocate on each IU campus. These faculty serve as support contacts for diverse medical students and report to the regional campus center director on each campus.

DEI COALITION GIVES A VOICE TO STUDENTS AT IU SCHOOL OF MEDICINE

Years ago, Deena Mohamed recalls planting a young tree at a local park with her fifth-grade class. Decades later, that small sapling has grown into a large, impressive force of nature.

More than a childhood memory, the experience is a metaphor for Mohamed's work with the Diversity, Equity, and Inclusion (DEI) Coalition at the Indiana University School of Medicine. Mohamed, who co-founded the coalition in 2020, is gratified to be part of the effort and its work to provide high-quality training in diversity, equity, inclusion, and justice via an alliance of five student interest groups supported by the Office of Diversity Affairs.

Those groups include the American Medical Women's Association, the Asian Pacific American Medical Student Association, the Latino Medical Student Association, the Student National Medical Association, and the Alliance at IU School of Medicine.

"I'm glad I could be there at the right moment to 'plant this tree,'" Mohamed notes.

As part of its mission, the DEI Coalition works to increase camaraderie among student interest groups and ensure the voices of medical students who have been historically underrepresented and marginalized are included in schoolwide DEI initiatives. Through the coalition, students can also seek support from faculty members to address any issues or concerns they may experience within the School of Medicine.

"I truly think this was the opportunity that we were waiting for [to] increase our collaboration with our own medical students," explains Alvaro Tori, M.D., associate dean for the Office of Diversity Affairs. "They are trusting our leadership [and] trusting our school to be able to bring solutions."

The coalition consists of the DEI Chair and multiple vice presidents who encourage and oversee schoolwide diversity initiatives within the School of Medicine. These initiatives cover a wide range of areas, including recruitment, admissions, and retention; campus climate; DEI training; academic curriculum; community engagement; and finance and collaboration.

"My vision for the DEI Coalition is for it to continue to be a spotlight that amplifies student voices," Trilliah Fazle, Inaugural (2021) DEI Coalition Executive Board, says.

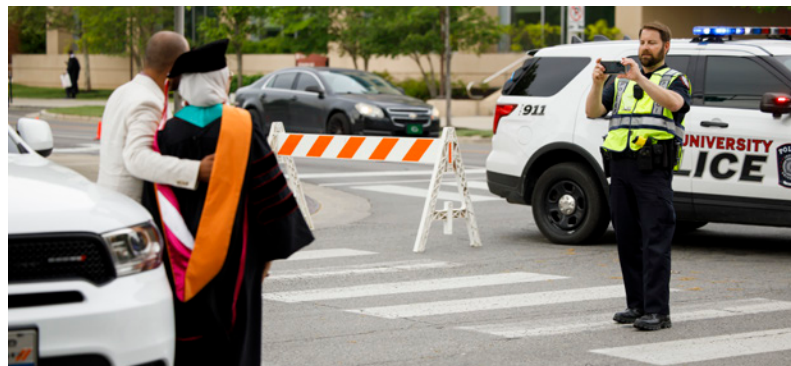


The Indiana University Police Department: To Protect and Serve

Diversity, equity, and inclusion have long been an integral part of the Indiana University Police Department's (IUPD) agenda. Whether managing a crisis, creating programs to address social justice, prejudice, and discrimination issues, or improving traffic and pedestrian safety, the individuals of the IUPD are committed to serving as a partner for IU's campus communities.

YEARLY HIGHLIGHTS:

- Presented a strategic plan of IU Public Safety's goals that serves as a roadmap, fostering accountability, and provides a touchstone for IU Public Safety leaders to revisit. The plan is a testament to the commitment to achieving objectives, thus empowering staff to make a tangible difference in the safety and security of the IU community.
- Pledged ongoing de-escalating training through the Police Executive Research Forum's Integrating, Communication, Assessment, and Tactics training. Simply slowing things down, introducing themselves, showing empathy towards others, and considering the best outcomes to include alternatives can go a long way to de-escalating situations. All IUPD officers will complete training in 2023.
- Introduced IUPD's new therapy dog program, continuing the department's mission to take a holistic approach to supporting officers and the IU community. Therapy K9s assist first responders during a mental health crisis or provide stress relief after a traumatic event. Honey, the department's therapy dog, helps reduce anxiety and fear and increases opportunities for communication with the individuals the officers are assisting.



OVPDEI Initiatives and Priorities



OVPDEI Initiatives and Priorities

Through college readiness programming, academic and scholar resources, cultural engagement opportunities, and more, the Office of the Vice President for Diversity, Equity, and Inclusion (OVPDEI) is working to ensure that all students have the access and support they need to learn, grow, and thrive at IU and beyond.

DIVERSITY EDUCATION AND CROSS-CULTURAL ENGAGEMENT

Diversity Education and Cross-Cultural Engagement offers various proactive educational opportunities across IU for staff, faculty, and students to foster an inclusive and respectful environment that encourages dialogue and interaction about issues related to equity, social justice, and intersectional diversity.

- Conducted the third annual Indiana University Social Justice Conference titled "The Audacity to Believe in Dignity, Equity, and Freedom" on January 16, 2023, as part of Indiana University's celebration of the 37th anniversary of Martin Luther King Day as a national holiday in the United States. With more than 1,000 registrants, the conference included keynote speaker Thema Bryant, Ph.D., a clinical psychologist and president of the American Psychological Association, presentation of the Building Bridges Awards to a student and community member from each IU campus and the IU School of Medicine, and presentation of \$500 MLK Student Organization Grants to 10 organizations for programs, event sponsorship, or effort supporting inclusivity, respect for diversity, and community service.
- Launched the Indiana University Diversity, Equity, and Inclusion Leadership Certification Program with 65 IU faculty and staff member participants. The 10-week, 5-unit program offered a comprehensive, academically-grounded training program with expert-led classes that help participants be better leaders, managers, and allies for today's workplace. The success of the program led to a for-fee comprehensive program designed for current and future private, public, or nonprofit organization leaders.
- Curated a new LinkedIn Learning: Diversity Paths selection of 14 courses for the IU community to access, learn, and grow. Individuals completing modules can access a digital certificate to add to their LinkedIn profile.
- Hosted quarterly "Diversity, Equity, and Inclusion" Leadership Retreats for IU faculty and staff.

400 The number of cultural programs and outreach efforts OVPDEI provides annually.

FACULTY AND BELONGING

Faculty and Belonging focuses on elevating the voice and advancement of faculty members at IU. Launched in spring 2022, the initiative strives to recruit and retain faculty, creates a new generation of scholars and administrators, develops and presents programs and workshops focused on faculty recruitment and retention efforts, cultivates partnerships with minority-serving institutions and organizations, and participates in various research and scholarly activities.

- Collaborated with the Office of the Vice President for Research to launch the Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER), a mentoring program to support the personal growth and professional success of minoritized faculty at IU Bloomington. The program is an extension of a current program of the same name at IUPUI. With 32 applicants, 20 faculty members were selected to participate in the inaugural program.
- Expanded the Faculty-to-Faculty (F2F) Network Mentoring Program (NMP), a vision for faculty mentoring, collaborating with schools/colleges to bring opportunities to form diverse networks to URM faculty. Launched with the College of Arts and Sciences in 2022, the School of Education, School of Public Health, and the Office of the Vice Provost for Faculty & Academic Affairs have invested in the program, bringing this unique experience to faculty across the IU Bloomington campus.

PHILANTHROPY INITIATIVES

Philanthropy Initiatives are dedicated to catalyzing positive change and envisioning a brighter future for new generations of students. Alumni and friends generously contribute their time, talent, and treasure to create a meaningful impact.

- Benefited from gifts totaling \$178,879 from IU's Black Philanthropy Circle (BPC) and \$252,705 from IU's Queer Philanthropy Circle (QPC).
- Awarded \$91,000 to 11 projects associated with five IU campuses by IU's BPC and \$153,000 to 10 projects associated with nine IU campuses by the IU QPC. In addition, the BPC and QPC partnered with the Women's Philanthropy Leadership Council to award four projects.
- Launched the LGBTQ+ Culture Center Re-Envisioning Project in February 2023, designed to generate support from alumni, allies, and friends to enhance the LGBTQ+ Culture Center. The center will be updated to more clearly define student-friendly spaces, expand its capacity to host educational meetings and programs, host a gender-affirming closet, and extend the university's capacity to support confidential counseling and HIV testing spaces. Approximately \$87,000—nearly 40 percent of the goal—was achieved at fiscal year-end thanks to the generosity of IU alumni and supporters of the LGBTQ+ Culture Center.



Black Philanthropy Circle

INDIGENIZE INDIANA: A CALL TO ACTION

To Nicky Michael, the word “indigenize” is personal.

“It’s the centering of relationships of Indigenous people—their teachings, food sources, governments, spirituality, medicines, and traditions. It’s acknowledging that those original ways of being can revitalize the natural harmony that we as humans should and could have again,” explains Michael, a council member of the IU First Nations Leadership Ambassadors Council and a member of the Delaware Tribe of Indians in Oklahoma.

Collaborative efforts with the Office of the Vice President for Diversity, Equity & Inclusion are integral to Indiana University’s work to support Native American students and faculty. This includes partnering with the First Nations Educational & Cultural Center to support and sponsor programming and events for Native students on campus and educating students and others about the diversity of Native American cultures.

This focus on Native American culture is responsible for the creation of the First Nations Leadership Ambassadors Council.

Launched in 2017, the council provides a way to strengthen the connection to and gain insight from the Native American community. It also serves as a source of ongoing communication between IU and individuals representing the Tribes with historical ties to present-day Indiana.

LISTENING AND LEARNING FROM NATIVE VOICES

More than programming, a core component of being a diverse and inclusive institution begins by honoring Native space. This includes recognizing Indigenous communities native to Indiana and acknowledging the Myaamiaki, Lënape, Bodwéwadmik, and Saawanwa people as the past, present, and future caretakers of the land on which Indiana University Bloomington is built.

In 2021, Chief Ben Barnes from the Shawnee Tribe challenged IU to do more to live up to its legal and ethical commitments and foster a closer partnership with Tribal Nations. Barnes and other tribal leaders subsequently worked with the university to further develop this approach, which resulted in IU partnering with the Quapaw Nation, the Eastern Shawnee Tribe of Oklahoma, the Miami Tribe of Oklahoma, the Shawnee Tribe, and the Indiana State Museum and Historic Sites to complete the repatriation and reburial of more than 700 individual remains unearthed beginning in the 1930s from the Angel Mounds National Historic Landmark and State Historic Site in Evansville, Indiana.

Indiana University also announced in 2021 several efforts to strengthen its partnership with Native American Nations. This includes adding three new professional staff positions to the NAGPRA office to expedite the documentation of existing ancestral remains held by IU.

The Indigenize Indiana campaign is an extension of this work—and a call to action to remind the non-Native community how they, too, can improve the representation of and support for Native and Indigenous communities at IU Bloomington.

“I hope the campaign opens up an awareness of who we were and still are: caretakers of the land, water, and natural elements,” notes Michael.



OVPDEI Initiatives and Priorities

SCHOLARSHIP AND EMERGENCY FUNDING INITIATIVES

Scholarship and Emergency Funding Initiatives support removing financial barriers, helping students access higher education, and providing scholarships for current and incoming IU students, specifically those from underrepresented and minority backgrounds.

- Awarded \$175,000 in scholarship funding, removing financial barriers associated with paying for college and helping 53 students afford an education.
- Distributed nearly \$80,000 in emergency funding for undergraduate and graduate students across Indiana University. Students received funding to help cover emergency costs associated with medical procedures, car repairs, and other circumstances that can disrupt timely completion of degrees.
- Empowered three Jane Jorgensen DEI Interns in 2022-23, helping students become leaders with the skills needed to transform society and be recruited as top candidates to further the diversity of IU's professional staff. Since its inception in 2021, nearly \$40,000 has been disbursed to support the internships for IU students.
- Disbursed \$132,000 to support 15 needs-based scholarships since 2020. This is made possible through the generous gifts of the Bowen Family Foundation. The scholarship supports students from the Indianapolis area who are admitted to IU Bloomington, received the Hudson and Holland Scholars Program scholarship, and majored in business.
- Supported four students with the James D. Fielding Student Advocacy & Leadership Award, granting nearly \$10,000 to support training and development activities on LGBTQ+ issues to build future leaders and advocates for civil and human rights. Two students from the Bloomington and Indianapolis campuses each participated in national conferences and training opportunities.

SPONSORSHIPS

Sponsorships support the creation of high-impact projects that foster inclusive, nurturing environments on IU campuses; funding is granted to student organizations and university and community partners.

- Invested in 31 projects across the university, dispersing \$33,500 in funds with an average contribution of \$1,080. Funding went to 14 student organizations, 11 campus events, and 6 community events.

PARTNERSHIPS

Partnerships focus on diversity and equity, allowing Indiana University to collaborate with other equity-minded community groups and organizations on numerous programs and events.

- Served as a sponsor of the 2022 Indiana Black Expo Education Conference, in which teachers, administrators, and others concerned with education garnered resources, best practices, and professional development training. Indiana University faculty and staff also served as speakers, presenters, and facilitators. The conference was conducted with 1,000 participants from across the nation.
- Participated in the Indiana Black Expo exhibition, where IU focused on providing prospective students with high-impact engagement experiences and tools to support high school students with college readiness resources. In 2022, IU met with more than 500 high school students and families across Indiana.
- Partnered with the Indiana Latino Institute (ILI) on two initiatives designed to support the recruitment and retention of students. This work included providing a scholarship for students who completed ILI's leadership program, and sponsoring the Indiana University Latino Institute Summit and Education and Career Fair. The latter project included engagement with 1,700 Latino students from across Indiana.
- Participated in Indiana Latino Expo as the Education Title Sponsor, supporting 300 pre-registered students and family members across Indiana.
- Hosted a series of programs designed to inspire and motivate students, followed by a special leadership conference in March 2023 with the theme "Cultivating Genius." The series and conference were a collaboration between OVPDEI's 21st Century Scholars Program, Groups Scholars Program, Hudson and Holland Scholars Program, Mentoring Services and Leadership Development, Academic Support Center, and Overseas Studies & Scholarship Program.

During these gatherings, students learned what it means to be a global citizen, gained insight into power dynamics and equity, acquired knowledge on degree and career preparation, developed skills for the 21st Century, and garnered a better understanding of health and wellness and the impact on learning.

10,000+

Number of scholarship recipients supported through OVPDEI.

33

Number of community and school partnerships outside of IU.

OVPDEI Initiatives and Priorities

COLLEGE READINESS RESOURCES

College Readiness Resources creates an educational pipeline to college for underrepresented students and involves collaboration with many community partners. Community and School Partnerships (CSP) engages with K-8 grades and partners with campus programs to attract 9-12 grade students to IU for post-secondary education. CSP strategies focus on outreach, eliminate access and financial barriers, and incorporate career preparation and readiness during students' academic journey. The strategies also target increasing diversity and building inclusion and belonging at IU.

From July to October 2023, CSP hosted 257 students identifying as 57% female and 43% male, 44.73% African American, 45.70% Latino/Hispanic, 6.64% White, .78% Asian/Pacific Islander, and 1.95% two or more races.

3,500 The number of underserved pre-college students and their families who connect with IU through OVPDEI annually.

ACADEMIC AND SCHOLAR RESOURCES

Academic and Scholar Resources help students build a bridge to achievement while giving them the confidence to discover all they can be. Through a comprehensive network of academic resources, scholarships, and programs to assist in this process, IU helps students build a bridge to achievement. Many students, especially low-income students and those who are the first in their families to attend college, need extra support and resources to ensure their college journey is successful.

- Provided more than 900 students/6,000 visits, with a wide range of support services through the Academic Support Center (ASC) to help them meet the academic demands of college-level work and to keep them on track to a degree. At least 15 percent of those visits were made by students affiliated with an OVPDEI program. The ASC staff facilitates group and individual tutoring, workshops, study groups, academic advising, and more.
- Conducted monthly academic, professional, social, and health and wellness programs for a total of 307 participants, securing highly favorable participant responses from faculty members and students, with a positive rating of 99 percent on the meaningfulness of subject matter and program impact through Mentoring Services and Leadership Development.

- Supported 7,000 21st Century Scholars, providing \$8M in institutional gift aid and \$24.9M in state funding. Improved 21st Century Scholar Program student standings through the SMART Program, which offers services to students in academic jeopardy. In the fall of 2022, 67 percent of the SMART Scholars who received academic coaching improved their standing, as did 71 percent of those who participated in the spring of 2023. Student study table opportunities improved the academic standing of 70 percent of the scholars whose attendance was average or good.
- Announced Samuel Young as the Groups Scholars Program's new director in October 2022. Young had served as the program's associate director since March 2015. In that role, his team supported 1,216 who received \$11.6M in institutional gift aid, supervised the academic advising and tutorial staff, evaluated performances, and directed and managed various aspects of the program.
- Welcomed the 2023 cohort (74 students) from the Adam W. Herbert Presidential Scholar Program (HPS) across IU's campuses. From 2005 to 2023, the HPS had 836 registered alumni members, with 72 percent of HPS alumni living and working in Indiana and 60 percent working in STEM professions.
- Announced Sachet Kiara Watson, M.S., as the new Hudson & Holland Scholars Program director on June 7, 2023. Watson is the first Hudson & Holland alum to direct the program. She received a Bachelor of Science in Public Affairs in 2012 from Indiana University Bloomington and earned her Master of Science in Higher Education in 2014 from Florida State University. Before this appointment, Watson served as director for Inclusion, Diversity, Equity + Access at the Eskenazi School of Art, Architecture + Design in Bloomington. During the academic year, she and her team supported 622 students who received \$3.7M in institutional gift aid with academic, study abroad, and wellness and retention services.
- Awarded 1,089 study abroad scholarships to 1,032 OVPDEI academic program students who studied abroad in 66 countries and 171 cities. Created in the summer of 2013 with funding designated by Provost and Executive Vice President of IU Bloomington Lauren Robel, the OVPDEI Overseas Studies & Scholarship Program is a need-based scholarship that covers a portion of the costs associated with international study. In addition, the program offers custom overseas program options, advice to eligible OVPDEI scholars, and more.

Hudson and Holland Scholars



6,000+ The number of academic support center sessions delivered annually.

1,000+ The number of Overseas Studies Scholarships awarded to students traveling abroad.

OVPDEI Initiatives and Priorities



CULTURAL ENGAGEMENT

Cultural Engagement includes six cultural centers that support the IU community with programming, events, outreach, and advocacy. In addition, the African American Arts Institute—the only organization of its kind in the nation—encourages student and alumni organizations to value community and culture.

- Launched AAAI Records in the spring of 2023, created as an added component through which the African American Arts Institute works toward fulfilling its mission and, specifically, supports the distribution and promotion of student performances. The first release, *Inspire Me*, features the Indiana University African American Choral Ensemble and is being distributed worldwide. This new opportunity brings students together, provides a sense of belonging, and offers an unparalleled learning experience in African American history and performance.
- Organized and filled the annual Asian American Pacific Islander Heritage Month with activities that built awareness, inspired self-reflection, and motivated students, faculty, staff, and community members to mobilize the community in the fight against racism. These events were exceptionally important in 2023, considering the aftermath of the bus stabbing attack on an Asian American student. With a grant from the IU Arts and Humanities Council, the Asian Culture Center offered a concert for comfort, art activism, a workshop on bystander intervention, and more. In addition, a private donor provided funds for the ACC to offer Safe Rides to Campus Programs; 395 rides were arranged through this program.

- Welcomed Sherene Goatson Ing as the First Nations Educational & Cultural Center director on January 30, 2023. Originally from Northern Arizona, Ing is a member of the Navajo Nation. Her clans are Bitterwater, Manygoats, Water's Edge, and Red Running Into the Water. Ing graduated from the Indiana University Bloomington O'Neill School of Public and Environmental Affairs, where she attained a master's degree in public affairs and non-profit management. Before her current appointment to the FNECC, Ing served as a program director for Monroe County United Ministries.
- Introduced the Mezuzah Project, placing Mezuzahs on campus, proclaiming "I stand with my Jewish friends." In response to antisemitism, the Jewish Culture Center distributed free authentic mezuzah cases to IU faculty, staff, and students who want to show solidarity with the Jewish community. The response surpassed expectations. Several hundred mezuzahs were distributed, along with pamphlets explaining their meaning.



OVPDEI Initiatives and Priorities



Neal-Marshall Black Culture Center
First-Year Pinning Ceremony

- Promoted and hosted continuous gatherings through LaCasa/Latino Cultural Center, including the Latino Male Initiative, an effort to help Latino men develop a support system, create positive social interactions, and provide opportunities for growth; the Latina Initiative, designed to cultivate connections and provide opportunities for personal and academic development; and La Casa Queer Initiative, which provides a safe space for LGBTQ+ Latine students to develop a support system, educate, advocate, and grow.
- Launched the Speaking of Excellence Speaker Series, bringing nationally and internationally recognized LGBTQ+ personalities who have achieved excellence and fame to the IU community to inform, educate, and promote appreciation of the LGBTQ+ community. In partnership between the LGBTQ+ Culture Center, a private donor, and Union Board, IU welcomed George Takei on April 27, 2022, as its first featured speaker.
- Conducted several student events and programs to support and celebrate student success. The Neal-Marshall Black Culture Center welcomed first-year students into academic life at IU during its annual First-Year Pinning Ceremony, invited the community to Umoja Day, offering time to network and share resources, offered Mid-Day House Parties to build community and check on students, hosted a series of student development opportunities, and celebrated student achievement through its annual Black Congratulatory Celebration.





INDIANA UNIVERSITY

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