

IU SOUTH BEND DIVERSITY PLAN

DIVERSITY VISION STATEMENT

Indiana University South Bend, an urban, public, comprehensive university strives to nurture and sustain a teaching, learning and working environment that fosters respect for each individual and honors the differences among all people. These include, but are not limited to, race, ethnicity, gender, age, socio-economic class, national and regional origin, disability, sexual orientation and religion. As an intellectual community of scholars and learners we recognize and appreciate the common humanity that each individual shares. In so doing we commit to the following principles:

- We will respect and appreciate all manifestations of diversity.
- We will develop a sense of community that is inclusive of all people.
- We will honor and celebrate the contributions of all groups as we create, disseminate, preserve, and apply knowledge.
- We will foster intercultural and cross-cultural dialogue among all groups.
- We will pursue a genuine understanding of the unique differences our shared humanity.
- We will work affirmatively in the recruitment and retention of faculty, staff and students from disadvantaged and underrepresented groups and develop quantifiable measures of success.
- We will commit to social justice and equality.

Gladly acknowledging that we live in a pluralistic society that is multi-racial and international and multi-faceted in lifestyle, we have a genuine desire to ensure that groups feel empowered to exercise their individuality. These principles underscore our central mission of teaching and learning and are vital to our liberal arts mission. They also serve as the foundation for promoting the economic, social and cultural well-being of our region.

Adopted by the Ad-Hoc EMA Diversity Committee/December 13, 2007

IU South Bend Diversity Plan

Goals for Institution Leadership & Commitment

Indiana University South Bend draws from and has representation from a rich diversity of the population of north central Indiana and southwestern Michigan. This region has populations of Native Americans; African Americans; Hispanic -, Polish-, Italian-, Hungarian-, and Asian-Americans. In addition, the campus has about 200 international students each year, and the South Bend English Institute (housed on the IU South Bend campus) has up to thirty international students enrolled in each of several sessions throughout the calendar year. The campus has a history of drawing non-traditional age students, particularly to its General Studies undergraduate program and Business and Education graduate programs. Additionally, strong connections to the community have already been built around such programs as the annual *Conversations on Race*, and campus involvement in the South Bend Natatorium project. This regional and historical context can be leveraged to build campus diversity and highlight the campus' strengths.

Key elements of the development of diversity as part of the campus identity include drawing existing diversity initiatives together into a cohesive program through the re-organization of responsibilities and positions under an Office for Diversity, marketing of diversity as a key characteristic of the campus, and supporting curricular and non-curricular initiatives. Campus diversity efforts are many but diffuse and communication regarding programs and practices aimed at enhancing minority attainment is lacking. As a result, certain departments, programs, academic units, and individual faculty and staff may not be aware of what their colleagues are doing to enhance minority attainment on campus. This may lead to duplication of services, poor linkages between diversity initiatives, and unaddressed areas in our diversity efforts. There are no new funds for diversity efforts unless grants or philanthropic funds are received. Nonetheless, current programs can be identified and consolidated for greater efficiency while Public Affairs and University Development seeks additional funding.

Making diversity a priority on campus will benefit the campus and the community by drawing greater numbers of students with rich cultural backgrounds to a supportive academic environment, in which we seek to understand and celebrate diversity as a strength.

GOALS, ACTION STRATEGIES, & OBJECTIVES	TIME FRAME	FISCAL NEEDS	CHALLENGES	ASSESSMENT STRATEGIES & PROCEDURES	PERFORMANCE INDICATORS & ACCOUNTABILITY
<i>Institutional Leadership and Commitment</i>					
GOAL 1: Establish diversity as a campus priority.					
<p>Objective 1.1: Public Affairs and University Development will make broader diversity part of the campus identity for marketing, including traditional students, diverse faculty & staff, international students, and using the campus website.</p>	<p>By June 30, 2008</p>	<p>No additional funds</p>	<p>Prioritizing funds</p>	<p>Check NSSE for questions related to campus climate and add, if necessary.</p>	<p>Increases in reported diversity; changes in NSSE results</p>
<p>Objective 1.2: The Campus Directions Committee will include diversity in the campus Strategic Plan.</p>	<p>2009</p>	<p>None</p>	<p>Presenting and having accepted as part of the Strategic Plan</p>	<p>Completion of monitoring plan</p>	<p>Presence of diversity in the Strategic Plan</p>
<p>Objective 1.3: The campus will support diversity awareness workshops for faculty, staff, and students through UCET, Student Services, Student Government, and Administrative & Fiscal Affairs.</p>	<p>2008 -</p>	<p>Varies</p>	<p>Various units must be willing to plan and present workshops on a continuing basis. Funds must be prioritized.</p>	<p>The number of diversity awareness workshops increases.</p>	<p>Year end reporting of activities by Affirmative Action</p>
<p>Objective 1.4: The Office of Affirmative Action will communicate the annual report on affirmative action and diversity activities broadly.</p>	<p>Annually</p>	<p>No additional funds</p>	<p>None</p>	<p>Broader campus and community awareness of affirmative action and diversity activities</p>	<p>Year end reporting to Chancellor</p>

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<i>Institutional Leadership and Commitment</i>					
GOAL 2: Develop the appropriate administrative organization to lead, facilitate and monitor diversity initiatives on the IU South Bend campus, and coordinate with university initiatives.					
<p><u>Objective 2.1:</u> The Chancellor's Cabinet will conduct a systems analysis on the support and initiatives we now have in place for diversity (checking against the Affirmative Action annual reports), determine the effectiveness of each, and use the results to guide diversity initiatives.</p>	2008	None	None	Results included in Vice Chancellors' annual reports	Campus communication of results
<p><u>Objective 2.2:</u> The Chancellor's Cabinet will review the current administrative structure to consolidate positions and responsibilities into an Office for Diversity to facilitate diversity monitoring, activity, programs, initiatives, etc.</p>	2008	None	Resistance to restructuring	Completion of plan	Assessment of diversity activities within a new structure

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Institutional Leadership and Commitment

GOAL 3: Provide funding to recruitment and retention of minority faculty, staff and students; and to support programs on diversity.

Objective 3.1: Academic Affairs, Student Affairs, and Administrative & Fiscal Affairs will review funding and effectiveness of current diversity initiatives.	2008	Unknown	Resource constraints	Determine impact of instituted changes	Completion of task & communication to campus
Objective 3.2: The Chancellor will establish permanent funding for diversity programs having long-term commitments.	AY 2009-10	Unknown	Resource constraints	Completion of established budgets	Communication to campus
Objective 3.3: Public Affairs and University Development will seek grant or philanthropic funding sources for particular initiatives.	Ongoing	None	Prioritizing of fund development	Monitoring objectives	Increased numbers of funded activities

GOAL 4: Academic Affairs and Administrative & Fiscal Affairs will review recruitment, hiring, salary and promotions to determine the current status and areas in which there may be equity or diversity issues to address, or achievements to report.

	2008-09	None	None	Evaluations of results	Implementation of changes in hiring as a result of findings
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<i>Curricular & Co curricular Transformation</i>					
Goal 1: Offer courses focused on diversity and globalization in the graduate curriculum					
Objective 1: Do an inventory of current coverage of diversity and globalization in the graduate curriculum.	By May 2008.	None.	None	Graduate Council will review the inventory.	Associate Vice Chancellor for Graduate Programs and Research will oversee this objective.
Objective 2: Target programs that don't have enough coverage and identify where development is needed. Begin discussions with Graduate Program Directors and faculty about how to remedy the situation.	Have a discussion in fall 2008. Develop initiatives in spring 2009.	None.	Faculty time. Limit on what one can be included because of curricula.	Students are demonstrating an awareness of diversity and globalization. Each targeted program has developed a plan.	Associate Vice Chancellor for Graduate Programs and Research will oversee this objective. 100% participation by graduate programs.
Objective 3: Ensure that ideas related to diversity and globalization permeate throughout programs. Encourage study abroad programs to help with this initiative.	Implement during 2008-2009 academic year.	International Programs Chancellor's Grants and other grants secured by Vice Chancellor for Graduate Programs and Research.	Faculty time and funding.	Student learning outcomes are clear and supported. Students have learned about diversity and globalization which is then incorporated into various aspects of their knowledge, work, and life.	Associate Vice Chancellor for Graduate Programs and Research will oversee this objective. Each unit will successfully implement the plan.

