



INDIANA UNIVERSITY

Annual Report 2021–2022

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY, EQUITY,
AND MULTICULTURAL AFFAIRS



OUR PURPOSE

The Office of the Vice President for Diversity, Equity, and Multicultural Affairs serves as a partner 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,

Diversity matters at Indiana University. It challenges us to think differently; it strengthens our campus community; it teaches tolerance and understanding; and it encourages students to interact and learn from people of all backgrounds and all walks of life.

As a university, we have worked diligently to create learning spaces where every individual feels welcomed, where we seek to understand the cultures of others, and where differences are valued and supported. This is when true learning takes place, and that, in turn, allows us to do our best work. We firmly believe this.

Today, our student body is more diverse than ever. Investments have been aligned to create the most diverse faculty community in IU's 200-plus years. We've expanded community, cultural, and academic programs and initiatives, strengthened our partnerships, and enhanced our civic engagements and collaborations with the communities we serve.

To that end, the Office of the Vice President for Diversity, Equity, and Multicultural Affairs (OVPDEMA) continues to focus strategically on three key areas: recruiting and retaining a diverse community, building welcoming campus communities, and increasing local and national outreach and advocacy.

Finally, I want to comment briefly on an issue on the minds of all of us in higher education today. On October 31, 2022, the United States Supreme Court heard oral arguments for two affirmative action cases impacting postsecondary institutions' race-conscious admissions policies. The Supreme Court will render its decisions in the summer of 2023 or sooner. Whatever the outcome, our work to build diverse and inclusive campus communities at Indiana University will continue full speed ahead. This mission has never been more critical.

A handwritten signature in black ink that reads "James C. Wimbush". The signature is written in a cursive, flowing style.

James C. Wimbush, Ph.D.
Indiana University
Vice President for Diversity, Equity, and Multicultural Affairs
Johnson Chair for Diversity and Leadership

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Leading the Charge

In recent years, young people have shown that their voices matter. Nowhere was this more apparent than in the 2022 midterm elections, where voters ages 18-24 turned out in droves to wield their influence on issues that they believe will move the country in a positive direction.

Indeed, their presence at the ballot box and beyond demonstrates the power of today's youth to make a difference. They are engaged, committed to advancing social justice, and unified in believing they can advocate for positive and productive change.

Indiana University has made a bold commitment to diversity, anti-racism, and social justice as part of its work to create a more just and equitable higher education community. The Jane Jorgensen Diversity, Equity, and Inclusion Internship is an extension of this commitment.

Created in May 2021 by Jane and Jay Jorgensen, the effort is designed to enhance the leadership skills of students and promote an understanding of anti-racist principles, diversity, and equity.

This spring, the program welcomed its first cohort of students: Bukola Fasipe, Stephanie Mokube, and Bhavika Khamesra, all of IU Bloomington.

ADVOCATES FOR CHANGE



BUKOLA FASIPE

All three students say the internship program represents a valuable learning opportunity—and the chance to amplify the student voice and the voices of underrepresented groups on campus. Bukola Fasipe, a junior majoring in sociology, explains:

"I believe this internship is going to shape my experience at IU

because it will make me more aware of the work that goes on behind the scenes to promote diversity, equity, and inclusion. The internship provides an opportunity to learn more about marginalized groups and allows me to look at things from various perspectives—both in and outside of the classroom."



I HOPE TO OPEN THEIR EYES TO WHAT MINORITIES FACE ON THIS CAMPUS AND MAYBE EVEN INITIATE CHANGE IN THEIR LEADERSHIP ROLES."

- Stephanie Mokube

Stephanie Mokube, a senior majoring in political science, echoes those sentiments, adding that she is eager to use her perspective and experiences as a student to work with faculty members across campus.

"I hope to open their eyes to what minorities face on this campus and maybe even initiate change in their leadership roles," she says. "I will be working with the Office of Sorority and Fraternity Life as a diversity, equity, and inclusion intern. My goal is to plan and begin sensitivity training for staff members and, potentially, even students, to ensure that the Greek community is a place where everyone can speak without fear of being ignored or overlooked."



BHAVIKA KHAMESRA

More than anything, the newly appointed interns envision the internship program as a way to gain a better understanding of the world around them—and how they play a key role in shaping that world.

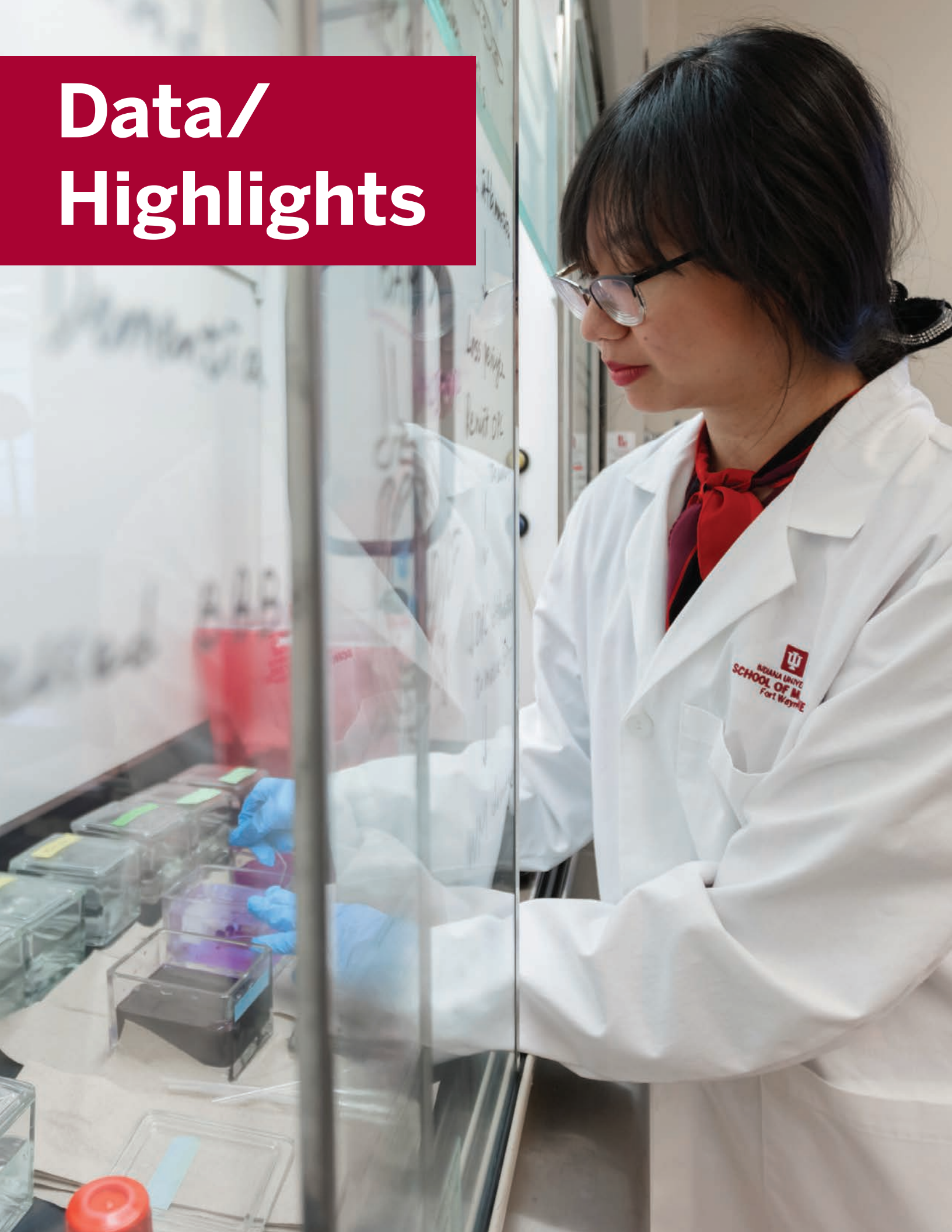
"Growing up in India, I was told to keep my head down and do what I was told," explains Bhavika Khamesra, a senior at the Kelley

School of Business. "But when I dared to look up and see the stereotypes and the role they play in my culture, I knew I had to do something. Today, I strive to be the 'student voice' on IU initiatives and projects that focus on empowering diverse communities."



Bukola Fasipe, Stephanie Mokube, Jane Jorgensen, Bhavika Khamesra

Data/ Highlights



Interpreting Data

ENROLLMENT

This report includes:

- Total domestic degree-seeking student census data as of August 30, 2021.
- Total, domestic known: all minority plus white. Excludes international and unknown in both the numerator and the denominator.
- Underrepresented: same as 'Total, domestic known' 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.
- Includes 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 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, except executive/administrative faculty, as they are not included in IPEDS reporting.
- Based on full-time designation only.



Indiana University: Diversity by Design

Diversity at Indiana University is more than a priority—it's a legacy that began under the leadership of former President Herman B Wells in the mid-20th century. Today, President Pamela Whitten continues this important work with critical investments in efforts to advance social justice and equity and inspire the students who represent the future of not only Indiana University but also the world.

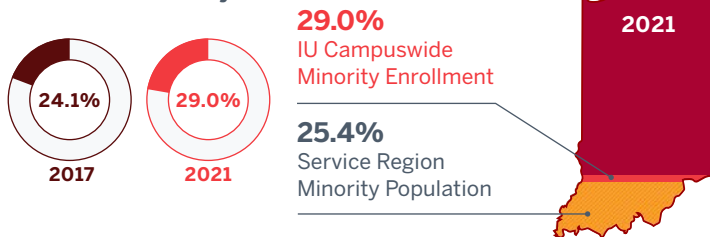
YEARLY HIGHLIGHTS:

- Appointing Indiana University's first female president, Pamela Whitten, on November 4, 2021.
- Creating the \$30 million Presidential Diversity Hiring Initiative, envisioned by President Pamela Whitten, for the sole purpose of helping IU diversify its faculty.
- Adding a new position to foster faculty diversity. As part of the Presidential Hiring Initiative, IU Bloomington Provost Professor Pamela Braboy Jackson was appointed as the first associate vice president for faculty and belonging.
- Instituting the date of June 19 as a university holiday to honor the oldest nationally celebrated commemoration of the end of enslavement in the United States.
- Renaming Jordan Avenue from near Law Lane to 17th Street in honor of a prominent Bloomington family in the Black community. The university-owned portion of Jordan Avenue between 17th Street and North Fee Lane was named after David Baker, a jazz legend who served as a distinguished professor of music and Department of Jazz Studies chair emeritus in the Jacobs School of Music.

Enrollment of Minority Students

Group	2017	2021
African American	7.5%	7.1%
Latino/Hispanic	7.5%	9.9%
Asian	4.9%	7.0%
Native American	0.1%	0.1%
Pacific Islander	0.1%	0.0%
Two or More Races	4.0%	4.9%

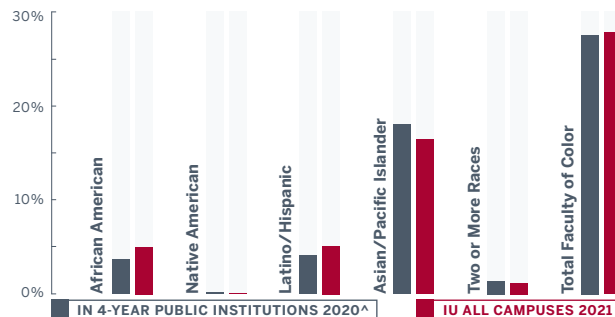
Students of Minority Total



Tenured and Tenure Track Faculty

	Other State Institutions		IU	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	3.5%	5.0%
Native American	0.3%	0.2%	0.3%	0.1%
Latino/Hispanic	2.0%	4.1%	2.9%	5.1%
Asian/Pacific Islander	9.6%	18.0%	10.4%	16.4%
Two or More Races		1.4%		1.2%
Total Faculty of Color	14.4%	27.5%	17.1%	27.8%
White	85.6%	72.5%	82.9%	72.2%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.



Diversity by Numbers

- IU
- IU Bloomington
- IUPUI
- IU East
- IU Kokomo
- IU Northwest
- IU South Bend
- IU Southeast

Minority Retention Rates

	2016	2020	2016	2020
IU	78.7%	76.9%		
IU Bloomington	91.0%	89.8%		
IUPUI	74.1%	68.9%		
IU East	59.5%	46.6%		
IU Kokomo	59.2%	61.3%		
IU Northwest	67.8%	63.3%		
IU South Bend	56.5%	50.9%		
IU Southeast	42.5%	52.0%		

Minority 6-year Graduation Rates

	2011 COHORT	2015 COHORT	2011 COHORT	2015 COHORT
IU	49.0%	59.2%		
IU Bloomington	70.2%	75.8%		
IUPUI	40.3%	52.4%		
IU East	8.3%	30.0%		
IU Kokomo	41.0%	34.3%		
IU Northwest	20.2%	31.8%		
IU South Bend	19.0%	33.0%		
IU Southeast	17.2%	25.2%		

IU Bloomington: Building Futures

As the flagship campus of Indiana University, IU Bloomington celebrates diversity in all forms. Programming is designed to encourage success—and provide learning experiences that will remain long after graduation day.

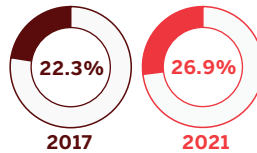
YEARLY HIGHLIGHTS:

- Receiving its seventh consecutive 2021 Higher Education Excellence in Diversity (HEED) Award and its fifth consecutive Diversity Champion Award. These awards recognize the campus as a "gold standard" among thousands working to develop successful diversity and equity strategies and programs.
- Honoring 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., as a "Best of the Best Colleges and Universities" for LGBTQ+ students.
- Achieving a record enrollment level of 26.9 percent, with a total of 10,770 degree-seeking students of color.
- Opening the Jewish Culture Center, where cultural and social programming opportunities, events, and activities are available to all students, faculty, and staff.
- Establishing an Interfaith Prayer and Reflection Room located in the Indiana Memorial Union.

Enrollment of Minority Students

Group	2017	2021
African American	5.2%	4.8%
Latino/Hispanic	6.6%	8.2%
Asian	6.3%	8.8%
Native American	0.1%	0.1%
Pacific Islander	0.0%	0.0%
Two or More Races	4.1%	5.1%

Students of Minority Total



26.9%
IU Bloomington
Minority Enrollment

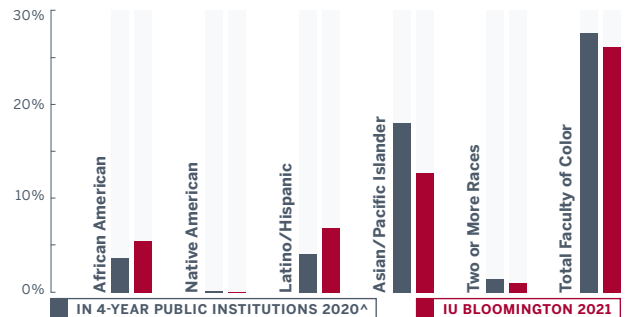
25.4%
Service Region
Minority Population



Tenured and Tenure Track Faculty

	Other State Institutions		IU Bloomington	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	4.0%	5.5%
Native American	0.3%	0.2%	0.4%	0.1%
Latino/Hispanic	2.0%	4.1%	3.3%	6.8%
Asian/Pacific Islander	9.6%	18.0%	7.1%	12.7%
Two or More Races		1.4%		1.0%
Total Faculty of Color	14.4%	27.5%	14.8%	26.1%
White	85.6%	72.5%	85.2%	73.9%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.

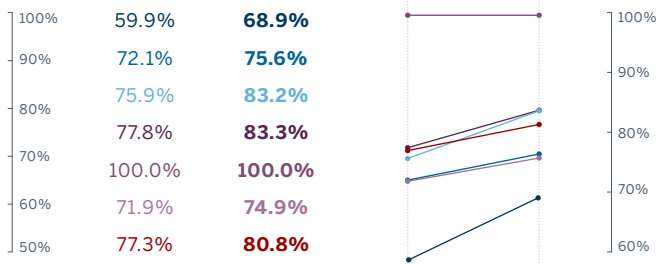


Diversity by Numbers

- African American
- Latino/Hispanic
- Asian
- Native American
- Pacific Islander
- Two or More Races
- Campus Average

Minority Retention Rates

	2016	2020	2016	2020
African American	90.2%	85.7%		
Latino/Hispanic	92.1%	88.6%		
Asian	91.1%	94.1%		
Native American	66.7%	50.0%		
Pacific Islander	100.0%	100.0%		
Two or More Races	90.7%	88.3%		
Campus Average	91.3%	90.3%		



OVPDEMA Academic Program Retention Rates

	2016	2020	2016	2020
21st Century Scholars	89.1%	85.5%		
Hudson & Holland Scholars	95.8%	94.5%		
Groups Scholars	91.5%	87.0%		
FASE Students	94.8%	92.3%		

Average 6-Year Graduation Rate

	2011 COHORT	2015 COHORT	2011 COHORT	2015 COHORT
African American	63.1%	72.0%		
Latino/Hispanic	79.5%	87.6%		
Asian	50.7%	69.0%		
Two or More Races	90.2%	72.8%		

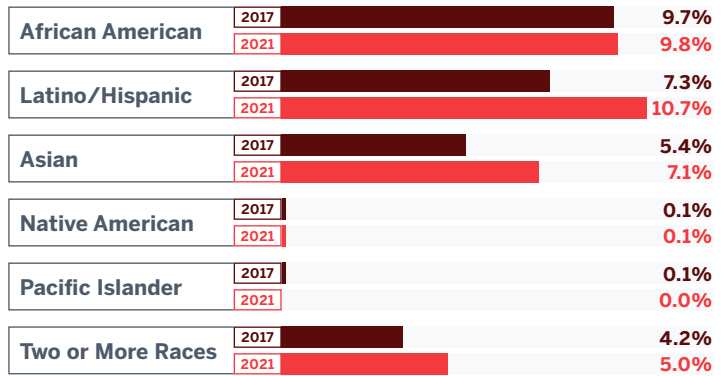
IUPUI: A Foundation of Diversity

Diversity has long been a hallmark of Indiana University-Purdue University Indianapolis (IUPUI). From mentoring programs to support for underserved students to training efforts designed to increase faculty diversity, IUPUI embraces a campus culture that believes everyone can thrive when given equitable opportunities and resources to do so.

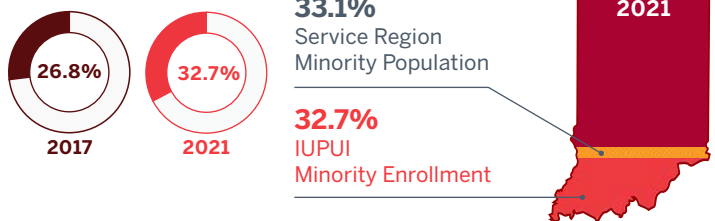
YEARLY HIGHLIGHTS:

- Receiving the 2022 Higher Education Excellence in Diversity (HEED) Award for the 11th consecutive time for diversity and inclusion work across the campus.
- Sharing the DEI Path to Tenure and Promotion initiative, deemed a best practice, with institutions across the country.
- Assisting campus leadership with DEI development through the monthly Chancellor's Senior Leadership Reading Group. Now in its fourth year, the reading/discussion is designed for all deans and vice chancellors.
- Launching the Taskforce on Latinx Initiative to increase retention of underserved students through scholarships, on-campus living, and mentoring.
- Gauging the attitudes and experiences of students, staff, and faculty through the Comprehensive Campus Climate Survey. The purpose of the effort is to inform the development of campus, school, and support unit diversity plans, including timelines, accountability measuring, and metrics for success.

Enrollment of Minority Students



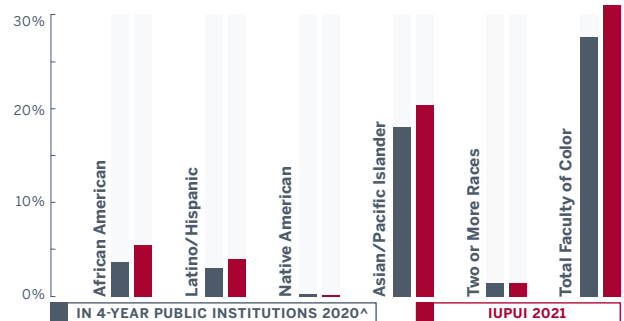
Students of Minority Total



Tenured and Tenure Track Faculty

	Other State Institutions		IUPUI	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	2.8%	4.5%
Native American	0.3%	0.2%	0.3%	0.1%
Latino/Hispanic	2.0%	4.1%	2.8%	3.8%
Asian/Pacific Islander	9.6%	18.0%	14.3%	21.4%
Two or More Races		1.4%		1.4%
Total Faculty of Color	14.4%	27.5%	20.2%	31.1%
White	85.6%	72.5%	79.8%	68.9%

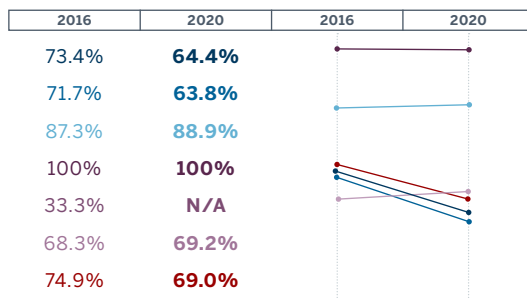
[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.



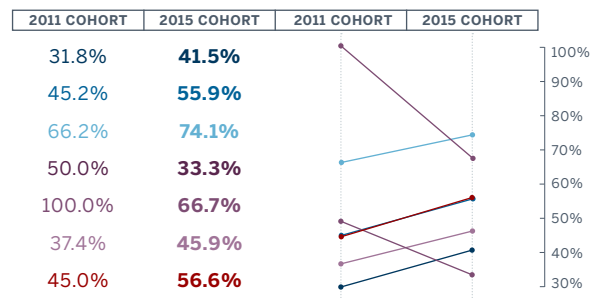
Diversity by Numbers

- African American
- Latino/Hispanic
- Asian
- Native American
- Pacific Islander
- Two or More Races
- Campus Average

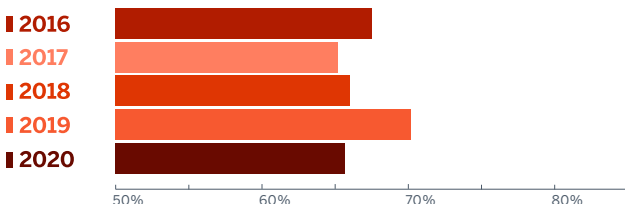
Minority Retention Rates



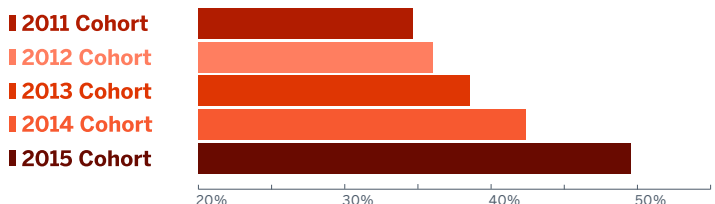
Minority 6-year Graduation Rates



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



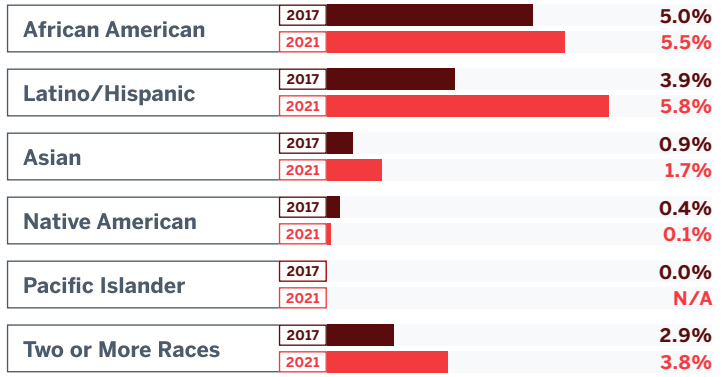
Indiana University East: Creating Diversity Excellence

Students attending IU East will find that diversity is integral to their college experience. Leaders have thoughtfully and intentionally created a learning and work environment in which students and faculty from all backgrounds listen to each other, support each other, and inspire each other to appreciate the value of differing viewpoints, cultures, and perspectives.

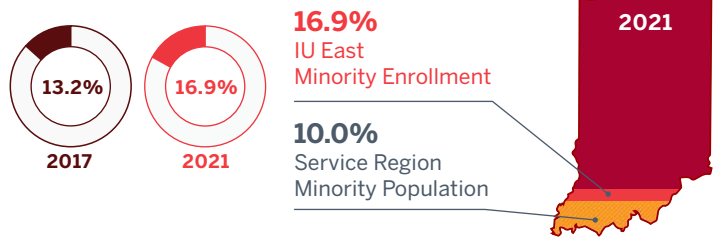
YEARLY HIGHLIGHTS:

- Establishing a new faculty and staff award called the Dr. Martin Luther King, Jr. Distinguished Service Award to recognize members of the campus community who have made significant and lasting contributions to creating an environment where diversity is honored and respected on campus and within the broader community. The first recipient selected was Nicole Mann.
- Creating a campus climate survey, scheduled to launch fall 2022, to help facilitate a better understanding of the campus community's perspectives and experiences related to diversity, equity, and inclusion.
- Hosting of Civil Rights Attorney Benjamin Crump as the keynote speaker for the MLK Jr. Day celebration.
- Receiving the Health Resources & Services Administration (HRSA) Diversity in Nursing Sub-Award grant through the Indiana Center of Nursing to support the school's efforts to promote health equity, diversity, and mentoring programs.

Enrollment of Minority Students



Students of Minority Total



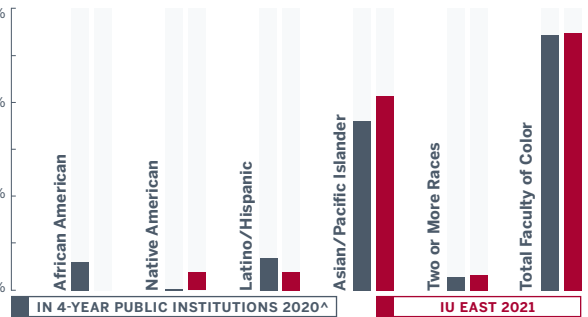
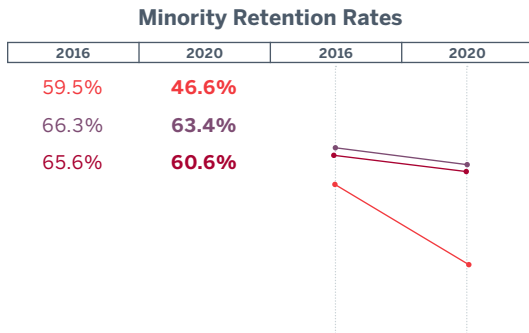
Tenured and Tenure Track Faculty

	Other State Institutions		IU East	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	1.9%	0.0%
Native American	0.3%	0.2%	1.9%	2.9%
Latino/Hispanic	2.0%	4.1%	0.0%	2.9%
Asian/Pacific Islander	9.6%	18.0%	9.4%	20.6%
Two or More Races		1.4%		1.5%
Total Faculty of Color	14.4%	27.5%	13.2%	27.9%
White	85.6%	72.5%	86.8%	72.1%

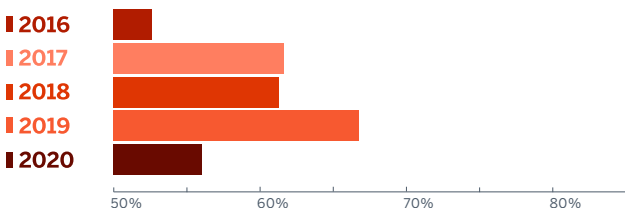
[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.

Diversity by Numbers

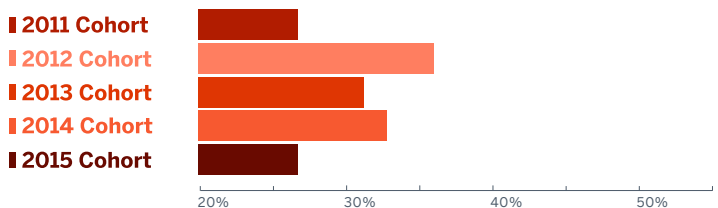
- Students of Color
- Other
- Campus Average



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



IU Kokomo: A Commitment to Serve

The leadership of IU Kokomo believes a campus environment should be a place where every voice is respected and heard and all contributions are valued. This commitment is reflected in a continued focus on creating access to resources and supports for students and others to be successful.

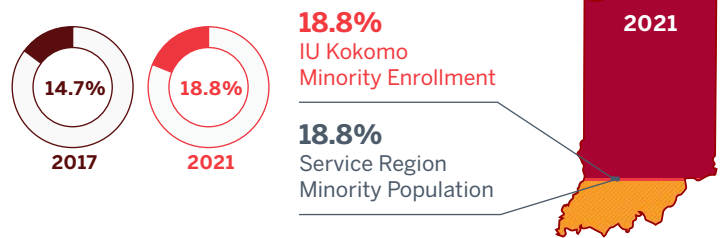
YEARLY HIGHLIGHTS:

- Adopting an annual DEIJ training for all faculty members by IU Kokomo Faculty Senate and completing two-plus hours of training annually within multiple areas of diversity.
- Conducting a total of 64 in-person programs with 1,171 attendees through the campus multicultural center.
- Hosting the 21-Day Equity Challenge, an online and self-paced guided opportunity for individuals to increase their knowledge and awareness of a variety of DEI-related topics.
- Increasing outreach and services for students and families who prefer to receive admission and financial aid guidance in Spanish and English (bilingual) through materials and events such as FAFSA Nights.

Enrollment of Minority Students

African American	2017	4.6%
	2021	4.7%
Latino/Hispanic	2017	5.5%
	2021	8.0%
Asian	2017	1.0%
	2021	1.8%
Native American	2017	0.3%
	2021	0.1%
Pacific Islander	2017	0.1%
	2021	N/A
Two or More Races	2017	3.2%
	2021	4.2%

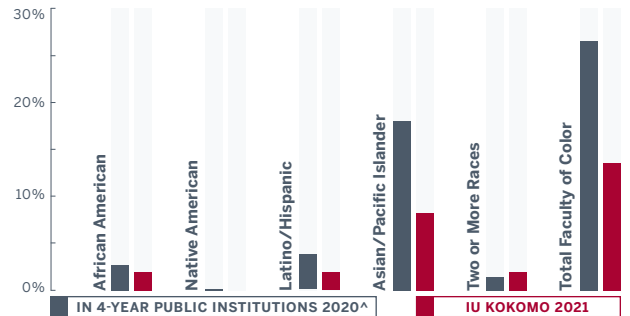
Students of Minority Total



Tenured and Tenure Track Faculty

	Other State Institutions		IU Kokomo	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	1.7%	1.6%
Native American	0.3%	0.2%	0.0%	0.0%
Latino/Hispanic	2.0%	4.1%	1.7%	1.6%
Asian/Pacific Islander	9.6%	18.0%	6.7%	9.5%
Two or More Races		1.4%		1.6%
Total Faculty of Color	14.4%	27.5%	10.1%	14.3%
White	85.6%	72.5%	89.9%	85.7%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.



Diversity by Numbers

- Students of Color
- Other
- Campus Average

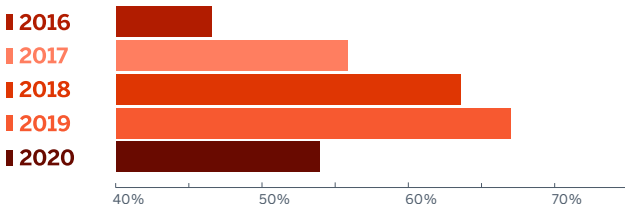
Minority Retention Rates

	2016	2020	2016	2020
Students of Color	59.2%	61.3%		
Other	60.4%	59.0%		
Campus Average	60.3%	59.5%		

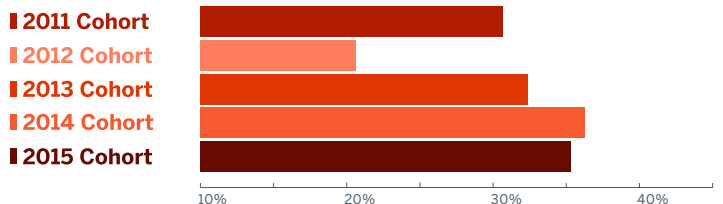
Minority 6-year Graduation Rates

	2011 COHORT	2015 COHORT	2011 COHORT	2015 COHORT
Students of Color	41.0%	34.3%		
Other	38.7%	44.0%		
Campus Average	38.9%	42.7%		

21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



IU Northwest: Striving for Student Success

Increasing access to and through college for underrepresented students remains one of the highest priorities at IU Northwest. To that end, the school invests in a robust network of programming, interventions, and academic resources to help students persist and succeed. This work has resulted in several new programs and grants designed to challenge, inspire, and create opportunity for all.

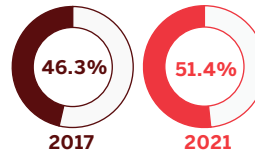
YEARLY HIGHLIGHTS:

- Receiving a \$5 million grant from the Hispanic Serving Institution (HSI) Science, Technology, Engineering and Math (STEM) and Articulation Program at the U.S. Department of Education to increase the number of Northwest Indiana students—with a focus on Hispanic and low-income students—graduating with bachelor’s degrees in STEM fields.
- Conducting an analysis whereby functional and strategic “gaps” in student success support were identified, followed by the construction of a campus Student Success Plan by the campus SSA team.
- Launching of the Groups Scholars Program to increase attendance among first-generation and underrepresented students. The program served 40 students in its inaugural year.
- Hosting of “Your Child’s Journey to College,” a workshop for parents offered in an English and Spanish-language presentation. The initiative covers topics such as how to apply for college, scholarships and financial aid, and support resources.

Enrollment of Minority Students

Group	2017	2021
African American	17.8%	17.2%
Latino/Hispanic	22.5%	27.1%
Asian	2.8%	3.2%
Native American	0.2%	0.1%
Pacific Islander	N/A	0.0%
Two or More Races	2.9%	3.9%

Students of Minority Total



51.4%
IU Northwest
Minority Enrollment

40.9%
Service Region
Minority Population



Tenured and Tenure Track Faculty

	Other State Institutions		IU Northwest	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	5.1%	10.4%
Native American	0.3%	0.2%	0.0%	0.0%
Latino/Hispanic	2.0%	4.1%	4.2%	6.5%
Asian/Pacific Islander	9.6%	18.0%	10.2%	19.5%
Two or More Races		1.4%		1.3%
Total Faculty of Color	14.4%	27.5%	19.5%	37.7%
White	85.6%	72.5%	80.5%	62.3%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.

Diversity by Numbers

- Students of Color
- Other
- Campus Average

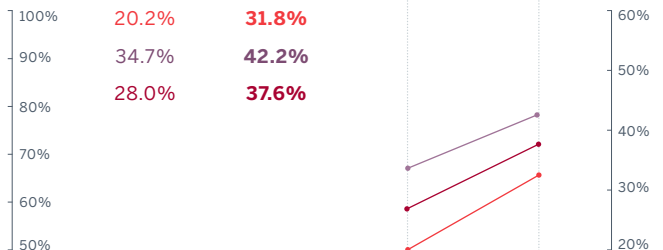
Minority Retention Rates

	2016	2020
Students of Color	67.8%	63.3%
Other	67.9%	65.0%
Campus Average	67.9%	64.2%

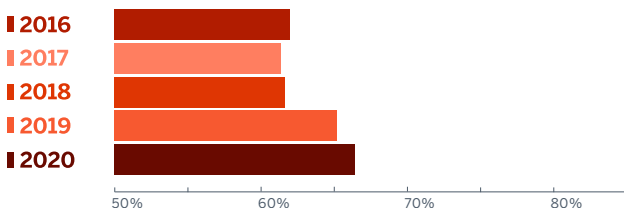


Minority 6-year Graduation Rates

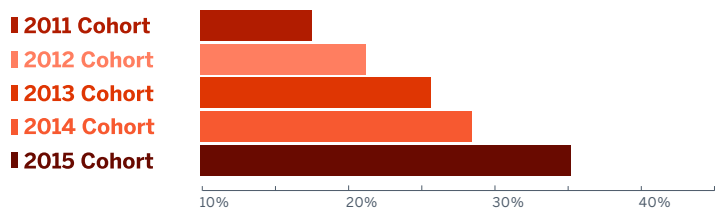
	2011 COHORT	2015 COHORT
Students of Color	20.2%	31.8%
Other	34.7%	42.2%
Campus Average	28.0%	37.6%



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



IU South Bend: A Campus That Values Diversity

IU South Bend believes students must be given the opportunities and experiences to reach their potential in college. This belief can be seen in a cross-section of programming efforts by administrators, faculty, staff, and others to build an equitable, diverse, and inclusive campus. Today, approximately 30.1 percent of the IU South Bend student body is made up of underrepresented students of color.

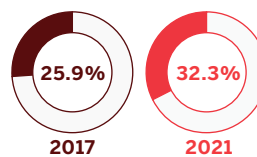
YEARLY HIGHLIGHTS:

- Hosting a two-day Symposium on Educational Inclusion for 300 people, which explored reducing barriers for underrepresented populations, with nationally recognized experts on critical race theory.
- Creating a diversity, equity, and inclusion counselor position with the goal of increasing the number of minority students using the Student Counseling Center, thanks to the IU Pandemic Health Disparities Fund.
- Participating in the Truth, Racial Healing and Transformation (TRHT) institute offered by the American Association of Colleges and Universities (AAC&U), developing and refining action plans to be integrated into campus strategic priorities.

Enrollment of Minority Students

Minority Group	2017	2021
African American	8.4%	8.8%
Latino/Hispanic	11.2%	15.9%
Asian	1.8%	2.2%
Native American	0.3%	0.1%
Pacific Islander	0.1%	0.0%
Two or More Races	4.1%	5.3%

Students of Minority Total



32.3%
IU South Bend
Minority Enrollment

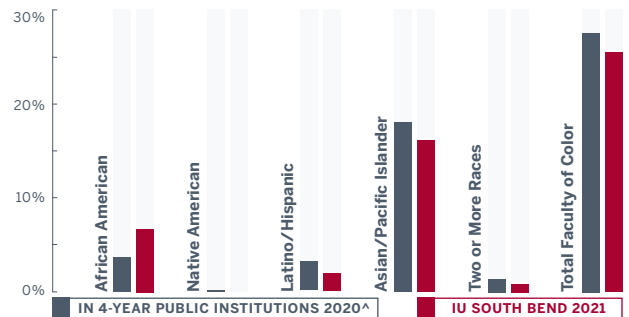
26.5%
Service Region
Minority Population



Tenured and Tenure Track Faculty

	Other State Institutions		IU South Bend	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	4.0%	5.7%
Native American	0.3%	0.2%	0.0%	0.0%
Latino/Hispanic	2.0%	4.1%	2.9%	2.9%
Asian/Pacific Islander	9.6%	18.0%	12.7%	16.4%
Two or More Races		1.4%		0.7%
Total Faculty of Color	14.4%	27.5%	19.6%	25.7%
White	85.6%	72.5%	80.4%	74.3%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.



Diversity by Numbers

- Students of Color
- Other
- Campus Average

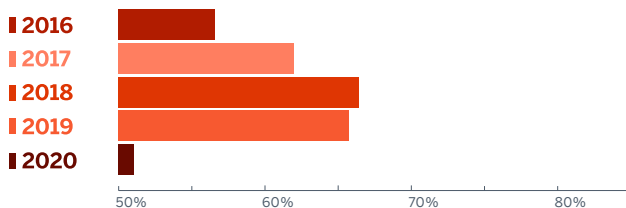
Minority Retention Rates

	2016	2020
Students of Color	56.5%	50.9%
Other	69.1%	56.3%
Campus Average	65.8%	54.4%

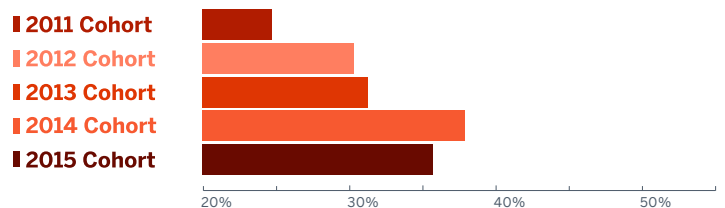
Minority 6-year Graduation Rates

	2011 COHORT	2015 COHORT
Students of Color	19.0%	33.0%
Other	31.4%	39.5%
Campus Average	29.2%	37.9%

21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



IU Southeast: Opening New Doors of Opportunity

An emphasis on student success for all has translated into new programs and events highlighting social justice and equity at IU Southeast, interventions targeting at-risk students, and enhanced academic supports. These and other efforts are designed to empower students and provide the tools and connections they need to thrive in college and beyond.

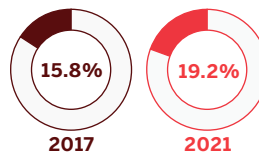
YEARLY HIGHLIGHTS:

- Forming the Diversity Hiring Group, a subcommittee of the Chancellor's Diversity Council, to ensure search committee processes are bias free and prioritize diversity. Over the past year, this group has worked diligently to create a search committee DEI checklist and to include a diversity advocate on every search committee.
- Unveiling a new social justice and diversity collection in the IU Southeast Library. The project is dedicated to the memory of Breonna Taylor, a 26-year-old EMT nurse from Louisville whom law enforcement officers killed in 2020. The collection also contains books designed to honor a range of diverse identities and ethnicities.
- Incorporating a Spanish accessibility option to the IU Southeast website. The move demonstrates a responsiveness to the realities of the Louisville metro area, where 4.5 percent of the population identifies as "Hispanic."

Enrollment of Minority Students

Group	2017	2021
African American	6.9%	6.9%
Latino/Hispanic	3.9%	5.4%
Asian	1.5%	2.3%
Native American	0.1%	0.2%
Pacific Islander	0.1%	0.1%
Two or More Races	3.2%	4.5%

Students of Minority Total



19.2%
IU Southeast
Minority Enrollment

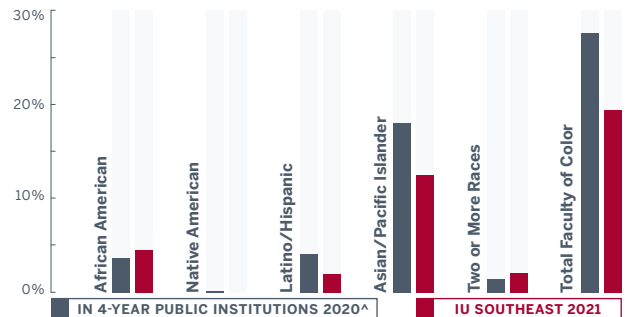
13.4%
Service Region
Minority Population



Tenured and Tenure Track Faculty

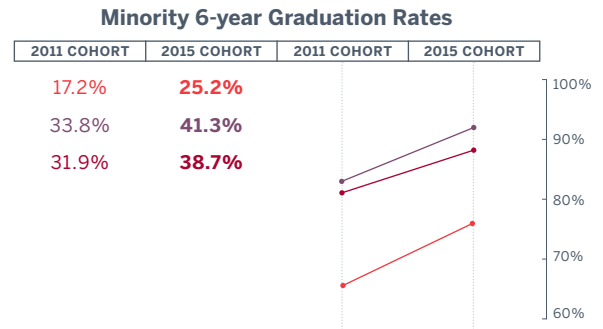
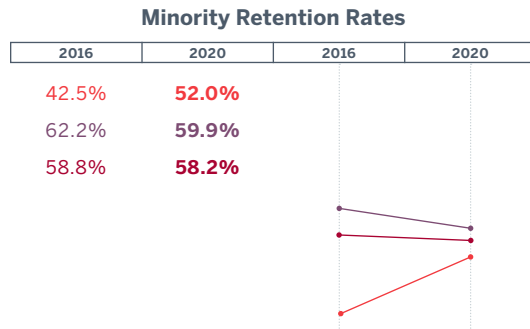
	Other State Institutions		IU Southeast	
	2005	2020 [^]	2005	2021
African American	2.5%	3.7%	1.9%	4.1%
Native American	0.3%	0.2%	1.9%	0.0%
Latino/Hispanic	2.0%	4.1%	0.0%	1.7%
Asian/Pacific Islander	9.6%	18.0%	9.4%	12.4%
Two or More Races		1.4%		1.7%
Total Faculty of Color	14.4%	27.5%	13.2%	19.8%
White	85.6%	72.5%	86.8%	80.2%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.

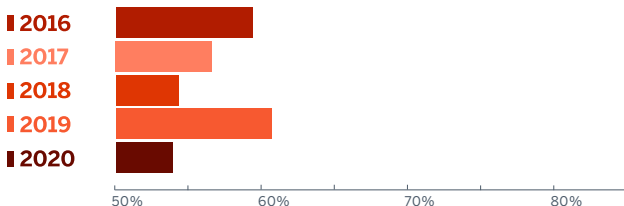


Diversity by Numbers

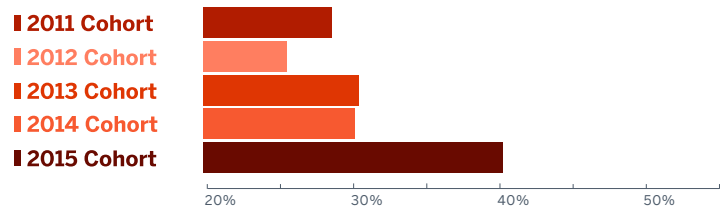
- Students of Color
- Other
- Campus Average



21st Century Scholars Program Retention Rates



Average 6-Year Graduation Rates



The IU School of Medicine: Reimagining the Medical Profession

Diversity, equity, and inclusion are woven throughout Indiana University. This is apparent at the IU School of Medicine. The school offers focused, systematic, and sustained programs that are aligned with three foundational pillars: representational diversity, inclusive working and learning environment, and cultural competence.

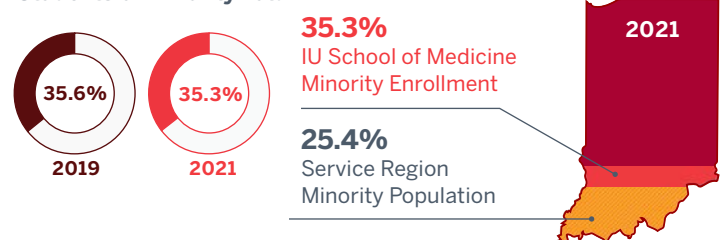
YEARLY HIGHLIGHTS:

- Naming Antwione Haywood, Ph.D., associate director of diversity, equity, and inclusion, to the IU Simon Comprehensive Cancer Center. He joins the cancer center's executive committee, which oversees strategic planning, major funding decisions, and clinical, research, and educational activities.
- Designing a new program to increase the diversity of nurses in health policy and advocacy roles, engage nurses of color at various stages of their careers, and prepare them for future positions in health policy and advocacy. Research and programming are led by Sharron Crowder and supported by IU's Racial Justice Research Fund.
- Releasing a new study that finds a strong association between the race of fellowship directors and the racial demographics of their programs. The findings, published in *JACC: Advances*, underscore the importance of placing faculty from underrepresented groups in leadership roles of these programs, as well as lay the groundwork for future research on diversity, equity, and inclusion in fellowship recruitment.

Enrollment of Minority Students

Group	2019	2021
African American	7.1%	6.4%
Latino/Hispanic	10.5%	10.2%
Asian	13.8%	13.9%
Two or More Races	4.1%	4.9%

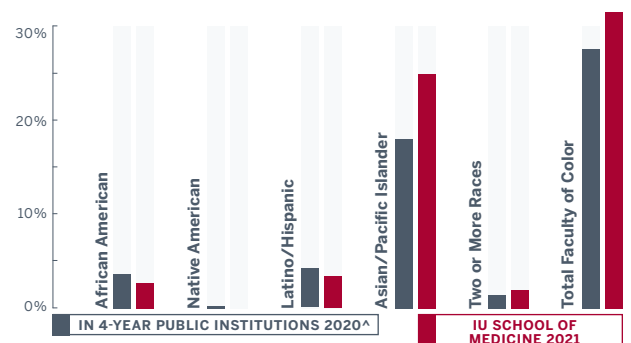
Students of Minority Total



Tenured and Tenure Track Faculty

	Other State Institutions 2020 [^]	IU School of Medicine 2021
African American	3.7%	2.4%
Native American	0.2%	0.0%
Latino/Hispanic	4.1%	3.1%
Asian/Pacific Islander	18.0%	25.0%
Two or More Races	1.4%	1.8%
Total Faculty of Color	27.5%	32.3%
White	72.5%	67.7%

[^] Figures for peer institutions are collected from IPEDS, for which the most recent data is from 2020.



The Indiana University Police Department: To Protect and Serve

The Indiana University Police Department (IUPD) is an integral and valuable asset of every campus at Indiana University. 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:

- Signing the "30x30 Pledge," which represents a commitment to the national organization's goal of increasing the number of female officers at each participating agency to 30 percent by 2030.
- Appointing Tricia Edwards as Chief Diversity Officer for IUPD. In this role, she focuses on implementing strategies to increase IUPD's diversity university-wide, as detailed in the 2021 Policy, Hiring, and Training Review Commission report.
- Advancing the work of the Chief Diversity Officer Council. This includes developing strategies to increase and maintain diversity in all IUPD divisions that work with the Office of Institutional Equity, as well as to ensure IUPD applicant pools and final hiring practices are equitable.



A Vision of Excellence

Students who become recipients of the Herbert Presidential Scholars Program are unique, individual human beings with different goals and aspirations. Yet, they all share one thing in common: a dream to be the best they can be.

Indiana University's prestigious scholarship program works to make those dreams happen. Selected individuals are considered top achievers with outstanding academic abilities and impressive leadership potential. Once a student is chosen as a Herbert Presidential Scholar, they receive a four-year renewable scholarship to attend any IU campus.

This year, five Herbert Presidential Scholars from IU East underscore the impact of the program—and its potential to change the futures of deserving young people.

BEING A SCHOLAR

Jonathan Hardwick, Ariana Hernandez, Kasey Johnson, Kimbriana Settles, and Lillian Smith have a distinct vision about their college experiences and what they want to transpire once they graduate. But they all agree that the Herbert Presidential Scholars Program is instrumental in making those aspirational visions come to fruition.



LILLIAN SMITH

"Simply put, my parents couldn't afford to pay for my college," says Lillian Smith. "Getting this scholarship made me less apprehensive about starting, as I wouldn't have to work full time in order to pay for school. Now, I am following in the footsteps of my grandmother—a nursing graduate of IU East—with my own plans to forge a successful career in the medical field. It's made all the difference."



KASEY JOHNSON

Kimbriana Settles and Kasey Johnson agree.

"This scholarship goes deeper than just getting school paid for," Settles says. "It means the world."

“
THIS SCHOLARSHIP GOES
DEEPER THAN JUST GETTING
SCHOOL PAID FOR, IT MEANS
THE WORLD.”

- Kimbriana Settles



KIMBRIANA SETTLES

For Settles, who is the first in her family to go to college, that "world" includes her parents being repaid for the sacrifices they made to help their daughter realize her childhood dream of becoming a pediatric oncology nurse at Cincinnati Children's Hospital.

"All I have ever wanted is to find a way to repay my parents for the time and energy they have put into me," Settles explains. "This scholarship did that for me. It gave me the opportunity to say, 'Here mom, here dad, I did this. I did this for me and you.'"



ARIANA HERNANDEZ

That feeling resonates with Ariana Hernandez, who is majoring in social work. Her educational direction is a direct result of her bilingual background and helping her parents and other family members navigate daily life. She translates papers for them and helps with their finances. She also holds a part-time accounting job and a weekend gig as a retail clerk at American Eagle.

"My parents were so proud of me," says Hernandez when learning of her selection as a Herbert Presidential Scholar. "I always wanted to be a leader in my family and in my community. I like helping out as much as I can, when I can," she says.



JONATHAN HARDWICK

For Jonathan Hardwick, the reality of the Herbert Presidential Scholars award is equally lifechanging, putting them on a debt-free college path and giving them the opportunity to test boundaries and pay it forward.

Jonathan Hardwick, an ambitious student who hopes to earn three degrees before leaving the IU East campus, explains.

"My mother, Rosanne Hardwick, paved the path to IU East for me."

Hardwick's mother died on January 1, 2021, from complications related to COVID-19. It's now her memory that Hardwick says propels them to keep pushing forward.

"My mom was always behind me. She definitely played a big role in me coming to IU East," they note.

OVPDEMA Highlights



Vice President Priorities and Initiatives

The Office of the Vice President for Diversity Equity, and Multicultural Affairs aims to create a campus climate that advocates for equal access, participation, representation, inclusiveness, and community for all. Many initiatives and projects support this work.

DIVERSITY EDUCATION AND CROSS-CULTURAL ENGAGEMENT

In September 2020, Monica Johnson was appointed as the associate vice president for Diversity Education and Cross-Cultural Engagement at Indiana University (DECCE). DECCE facilitates various educational opportunities across IU campuses for staff, faculty, and students, with the goal of fostering an inclusive and respectful environment that encourages dialogue and interaction about issues related to equity, social justice, and diversity.

YEARLY HIGHLIGHTS:

- Consulting and training sessions with departments to include admissions, human resources, IU School of Medicine, IU Southeast, Center for Rural Engagement, IU Northwest, Kelley School of Business, Office of Vice President for Communications and Marketing, University Information Technology Services, and Dance Marathon.
- Facilitating a series of cross-cultural leadership development programs with student leaders from across all campuses over a four-month period.
- Conducting 29 DEI educational sessions for more than 1,200 participants.
- Hosting a "Diversity, Equity, and Inclusion" Leadership Retreat for IU faculty and staff.

INDIANA UNIVERSITY, FACULTY AND BELONGING

Pamela Braboy Jackson came on board in May 2022 as IU's first associate vice president for faculty and belonging. This critical role focuses on diversifying IU faculty; creating a new generation of scholars and administrators; developing and presenting programs and workshops focused on faculty recruitment and retention efforts; cultivating partnerships with minority-serving institutions and organizations; and participating in various research and scholarly activities.

YEARLY HIGHLIGHTS:

- Consulting and training sessions with departments to include Admissions, human resources, IU School of Medicine, IU Southeast, Center for Rural Engagement, IU Northwest, Kelley School of Business, Office of Vice President for Communications and Marketing, University Information Technology Services, and Dance Marathon.
- Meeting with 36 percent of the incoming minority faculty and establishing valuable connections to local communities.
- Initiating a partnership with the Center for Innovative Teaching and Learning to develop resources and supports to enhance classroom climate.

RASHAD NELMS AS EXECUTIVE-IN-RESIDENCE

In November 2021, Rashad Nelms was named executive-in-residence in the Office of the Vice President for Diversity, Equity, and Multicultural Affairs. As part of his work, Nelms concentrates on diversifying faculty and leadership appointments across the university; enhancing the knowledge and skills needed by undergraduate and graduate students to succeed in today's global workforce; and serving as an executive coach to mid-level and senior university administrators and the OVPDEMA management team.

Nelms also is a general resource on issues relating to diversity and inclusion for units within OVPDEMA and across the university, with the goal of attracting a new pipeline of diverse candidates.



Indiana University National HIV Conference

INDIANA UNIVERSITY NATIONAL HIV CONFERENCE

On June 8-11, 2022, Indiana University held the first national HIV conference at a major university titled "Stepping Into the 5th Decade—Evolving Our Response to HIV." Designed to provide information and unite around the goal of ending the HIV epidemic by 2030, the conference included workshops, presentations by national leaders and researchers, free HIV testing and resources, and multiple community dialogue sessions.

PROGRAM HIGHLIGHTS:

- Bringing together almost 400 conference participants.
- Conducting 41 workshop and poster sessions.
- Hosting four keynote speakers.
- Facilitating three community dialogue sessions to share information about the HIV epidemic.
- Providing free HIV testing and resources, empowering community members with knowledge and information.

Vice President Priorities and Initiatives



INDIANA UNIVERSITY SOCIAL JUSTICE CONFERENCE

On January 17, 2022, Indiana University celebrated the 36th anniversary of Martin Luther King Jr. Day as a national holiday in the United States. An essential component of the event included the second annual social justice conference titled, "A Journey Toward True Education." The conference theme was taken from "The Purpose of Education," written by Martin Luther King Jr. and published in the Morehouse campus newspaper, *The Maroon Tiger*, in 1947.

PROGRAM HIGHLIGHTS:

- Featuring the Reverend Dr. William Barber II and Professor Tabitha Jones Jolivet, who offered relevant and powerful keynote addresses on the power of education, diversity, equity, and inclusion.
- Boasting more than 1,000 registrants from across the IU system.
- Presenting a student and a community member from each IU campus, regional center, and the IU School of Medicine with the annual Building Bridges Award, which recognizes individuals who capture Dr. King's vision, spirit, and leadership in their work.
- Selecting student organizations on IU campuses to receive the MLK Student Organization Grant of \$500 for programs, event sponsorships, or efforts supporting inclusivity, respect for diversity, and community service.

DEVELOPMENT INITIATIVES

The Office of the Vice President for Diversity, Equity, and Multicultural Affairs focuses on change and envisioning better tomorrows for new generations of students, faculty, staff, and the community. Through the generous support of alumni and friends, gifts of time, talent, and treasure are making a difference.

INITIATIVE HIGHLIGHTS:

- Receiving gifts totaling \$579,976 in FY22; a cumulative total of \$13,200,266 from 2,665 unique donors.
- Generating gifts totaling \$211,049 for IU's Black Philanthropy Circle and \$187,783 for IU's Queer Philanthropy Circle.
- Awarding \$51,300 to 11 projects associated with five IU campuses by IU's Black Philanthropy Circle during its inaugural grant cycle.
- Awarding \$208,700 to ten projects affiliated with five IU campuses by IU's Queer Philanthropy Circle during its inaugural grant cycle.

SPONSORSHIPS

The Office of the Vice President for Diversity, Equity, and Multicultural Affairs supports high-impact projects that foster an inclusive, nurturing environment for diversity on all Indiana University campuses and communities we serve. These sponsorships support both on and off campus experiences hosted by university and community partners. Sponsorships align with one more of the following office priorities: outreach, climate, advocacy, recruitment, and or retention efforts.

YEARLY HIGHLIGHTS:

- Sponsoring 20 projects across the university.
- Dispersing \$27,780 in funds, with an average contribution of \$1,389.
- Funding seven outreach, one climate, ten advocacy, and two recruitment projects.
- Supporting eight student organizations, eight IU departments, and four external organizations with diversity and inclusion initiatives.

Vice President Priorities and Initiatives

Indiana Black Expo Education Conference
on July 2022



COMMUNITY PARTNERSHIPS

As a way to broaden its focus on diversity and equity, Indiana University collaborates with other equity-minded community groups and organizations on numerous programs and special events.

YEARLY HIGHLIGHTS:

- Serving as the title 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 virtually due to COVID-19, reaching 2,000 participants from across the nation and boasting its highest attendance on record.
- Partnering with the Indiana Latino Institute (ILI) on two initiatives designed to support the recruitment and retention of students. This work included a scholarship for students who completed ILI's leadership program, as well as sponsorship of the Indiana Latino Higher Education Consortium. The latter project, facilitated by ILI, brings together higher education leaders to discuss college completion data, efforts to help retain students, and how to prepare their students for the workforce.
- Conducting a series of workshops in partnership with ILI to provide students and parents with information about college readiness, scholarships, financial aid, and other topics related to the college preparation process.
- Partnering with the Bowen Family Foundation and the Center for Leadership Development to introduce students in the Indianapolis area to the academic, professional, and social opportunities in STEM and business-related fields.

JANE JORGENSEN DIVERSITY, EQUITY, AND INCLUSION INTERNSHIP

Indiana University has made a bold commitment to serve as an exemplar institution on social justice initiatives. An endowed gift made by Jane and Jay Jorgensen provides an opportunity to advance this mission. The Jane Jorgensen Diversity, Equity, and Inclusion Internship is designed to empower students and help them become leaders who possess the skills needed to transform society and be recruited as top candidates to further diversify IU's professional staff.

YEARLY HIGHLIGHTS:

- Hosting the first cohort of student interns in the fall of 2021: Bukola Fasipe, Bhavika Khamesra, and Stephanie Mokube, all of IU Bloomington. (Read more on page 4.)
- Facilitating a learning exchange session between Jane Jorgensen and the inaugural student interns.

Vice President Priorities and Initiatives



LUMINARY AWARDS

Diversity, equity, and inclusion are the hallmarks of an outstanding higher education institution. Recently, IU's Office of the Vice President for Diversity, Equity, and Multicultural Affairs (OVPDEMA) honored the people behind this work with the inaugural Luminary Award.

The recipients of the Luminary Award for outstanding DEI work included Maqubè Reese, M.S.W., associate director of diversity initiatives for the IU Kelley School of Business; Karina Garduno, M.S. Ed., director (formally assistant director) of the IUPUI Multicultural Center, Rosalyn Davis, Ph.D., clinical associate professor of psychology at Indiana University Kokomo; Alvaro Tori, M.D., FAAP, associate dean at the IU School of Medicine; and Sam Young II, interim director (formally associate director) of the Groups Scholars Program.



DIVERSITY CAREER AND INTERNSHIP FAIR

On September 30, Indiana University hosted its virtual Fall 2021 Diversity Career and Internship Fair. This event served as an opportunity for students from all IU campuses to network with potential employers and to explore internships and full-time employment with local, state, and national employers in public, private, and non-profit sectors. Participating companies included Eli Lilly, Camp Tecumseh YMCA, Indiana Public Health Association, and Tiffany & Co.

PROGRAM HIGHLIGHTS:

- Participation from more than 1,400 students.
- Registration of more than 800 students for one-on-one sessions with employers.



Group of students at the Diversity Career and Internship Fair

College Readiness Resources: A Road Map for Success

As part of its diversity work, the Office of the Vice President for Diversity, Equity, and Multicultural Affairs oversees programming that helps students and families prepare for their college readiness journey. This work is created in collaboration with several organizations and individuals within and across IU campuses.

COMMUNITY AND SCHOOL PARTNERSHIPS

Community and School Partnerships (CSP) works directly with students, especially those from underrepresented populations, helping them take advantage of all the opportunities that an IU education has to offer. A central component of this work involves connecting pre-college students and their families to programs and experiences that assist in making the transition to IU as smooth as possible.

YEARLY HIGHLIGHTS:

- Appointing Shakoor Karim to lead the program in fall 2022.
- Hosting eight GEAR UP Bridge to College program school visits totaling 229 participants; 32 middle school students took part in the Middle School Program.
- Partnering with 21st Century Scholars in state-wide travel to promote K-12 opportunities and the 21st Century Scholars program.
- Granting two Community Engagement Scholarships of \$1,500 to IU Media School students to produce a short movie as a senior project to be shown at the IU cinema in April 2023.



Academic and Scholar Resources: It's a Journey

Every student is likely to benefit from support during their college journey. The Office of the Vice President for Diversity, Equity, and Multicultural Affairs provides a comprehensive network of academic resources, scholarships, and scholar programs to help. Many of these programs are specifically tailored to low-income students and those who are the first in their families to attend college. Each initiative is designed to recruit, retain, and ensure students reach their educational goals. Several programming efforts also help students find a sense of belonging on campus, giving them the confidence to excel in their education.



ACADEMIC SUPPORT CENTER

The Academic Support Center (ASC) serves as a go-to academic resource at IU Bloomington, providing students with a wide range of support services to help them meet the academic demands of college-level work and to keep them on track to a degree. Thousands of students benefit from ASC's services each year, with ASC staff facilitating group and individual tutoring, workshops, study groups, academic advising, and more.

YEARLY HIGHLIGHTS:

- Returning to in-person tutorial assistance in the evenings while continuing online help.
- Attaining a three-fold increase in student visits in various ASC locations and via Zoom. Based on this impressive growth, the ASC plans to incorporate a hybrid model (both in-person and online services) moving forward.

MENTORING SERVICES AND LEADERSHIP DEVELOPMENT

Mentoring Services and Leadership Development connects students with mentors from around the university, providing undergraduate students with personal encouragement, career advice, leadership development opportunities, academic support, and more. Students—especially young people from underrepresented and underserved backgrounds—are supported throughout their academic journey and beyond.

YEARLY HIGHLIGHTS:

- Conducting monthly academic, professional, social, and health and wellness programs for a total of 316 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.
- Facilitating "lunch and learns" by Faculty and Staff for Student Excellence (FASE) mentor teams. Topics included Undergraduate Research & Involvement, Black Studies, Black Professors and Black Students Are IU, Work & Leisure Today, Developing an Ethical Toolkit, Afro-Latino Culture, and Staying Active in Small Ways. Eighty-nine faculty and students attended these gatherings, and participant responses were extremely positive.

Academic and Scholar Resources: It's a Journey



21ST CENTURY SCHOLARS PROGRAM – IU BLOOMINGTON

The IU 21st Century Scholars Program is the oldest and largest student support program at any university in the state of Indiana. The effort, which targets students from low-income backgrounds who may require additional support in college, provides scholarships to qualified students, plus comprehensive programming to help them achieve their college goals. Additionally, scholars receive academic assistance, leadership and mentoring development, overseas study programs, and career readiness support, to name just a few.

YEARLY HIGHLIGHTS:

- Receiving the Certificate of Merit for Outstanding Advising Program Award from NACADA, an association of professional advisors, counselors, faculty, administrators, and students working to enhance the educational development of students.
- Retaining the 21st Century Scholars' freshman class (beginner and transfer) at a rate of 91.1 percent.
- Recognized for the highest graduation rate in the state of Indiana by the Indiana Commission for Higher Education.
- Increasing career awareness and readiness among 21st Century Scholars, with 56 percent of students (570) attending the OVPDEMA Diversity Career and Internship Fair.
- Establishing a pilot STEM Program featuring collaborations with other OVPDEMA scholarship programs.
- Receiving an Indiana Commission for Higher Education Stan Jones Success Grant to fund elements of the program.





Groups Scholars Program students cheer as they ride on an antique fire truck during the Indiana University Bloomington Homecoming Parade on Friday, Oct. 15, 2021.

GROUPS SCHOLARS PROGRAM

Created in 1968 to increase college attendance among students who meet certain income requirements at IU Bloomington, the Groups Scholars Program provides a robust network of academic, financial, and social support to help students succeed in college. With more than 350 students admitted yearly, the four-year scholarship includes financial support to cover tuition and fees, books, and room and board.

YEARLY HIGHLIGHTS:

- Receiving INSIGHT Into Diversity magazine's 2021 Inspiring Programs Award for the Groups Scholars Program STEM Initiative. This effort provides tools, resources, and support to help students forge careers in STEM-related fields.
- Providing each 2021 Groups Scholar with a laptop, helping them have access to the technology necessary to have a successful experience at IU Bloomington. More than 200 gifts from alumni and friends helped fund this initiative through the Groups Technology Drive.

ADAM W. HERBERT PRESIDENTIAL SCHOLARS PROGRAM

The Adam W. Herbert Presidential Scholars Program (HPS) serves as a four-year renewable scholarship designed to keep Indiana's top graduating high school seniors on track to meet their academic goals. The program, which was developed by IU President Emeritus Adam W. Herbert during his tenure at Indiana University, enables eligible students to attend an IU campus throughout the state.

YEARLY HIGHLIGHTS:

- Appointing Shakoor Karim in fall 2022.
- Welcoming the 2022 cohort of HPS Scholars (80 students) across IU's campuses.
- Hosting the 2022 Herbert Presidential Scholars Luncheon on March 24, 2022, to recognize IU's 2021 student cohort and their families; 104 students, families, and IU leaders were in attendance.
- Supporting nine students who traveled to nine countries and eight cities as part of the HPS Study Abroad Program. Five students took part in professional development due to COVID-19 travel restrictions.

Academic and Scholar Resources: It's a Journey

Hudson and
Holland Scholars
Program students



HUDSON AND HOLLAND SCHOLARS PROGRAM

The Hudson & Scholars Program was established in 1987 as the Minority Achievers Program by Herman C. Hudson and James P. Holland. Today the program represents Indiana University's largest merit-based scholarship and support program for high-achieving students from communities historically excluded from higher education. Program components include funding to cover in-state tuition and mandatory fees (non-resident students receive an amount equal to in-state tuition and mandatory fees). Students also receive a variety of enrichment and holistic support to help them thrive throughout their educational journey.

YEARLY HIGHLIGHTS:

- Appointing Carl Darnell in the spring of 2021 to lead the program.
- Restructuring and appointing new staff to help students achieve academic and personal success.
- Establishing a new memorandum of understanding with the O'Neill School of Public and Environmental Affairs that waives application fees for any scholar applying to the school and provides students who are admitted to the graduate program with a 25 percent tuition discount.
- Monitoring funding and packaging improvements that allow students admitted to the program to receive funding from three sources.

OVPDEMA'S STUDY ABROAD PROGRAM

Created in the summer of 2013 with funding designated by Provost and Executive Vice President of IU Bloomington Lauren Robel, the OVPDEMA 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 OVPDEMA scholars, and more.

YEARLY HIGHLIGHTS:

- Providing study abroad funding to 109 OVPDEMA academic program students. Students studied abroad in 24 countries and 48 cities.
- Conducting the first faculty-led program since the pandemic, OVPDEMA students took classes in the second six weeks of the spring semester and traveled abroad to Mexico City in May for two weeks. The course, "Cultural Diversity and Intangible Heritage in Mexico," was led by professors César Félix-Brasdefer and Javier F. León.
- Co-leading initiatives with the IU Office of Overseas Study to support IU Bloomington students' application to the nationally competitive Gilman Study abroad scholarship; 65 percent of applicants were selected for the scholarships; the national awardee rate is 20 percent.

Centers Devoted to Creating Cultural Connections

The Office of the Vice President for Diversity, Equity, and Multicultural Affairs supports centers, offices, and organizations across all IU campuses that focus on cultural awareness and cross-cultural competencies. On the IU Bloomington campus, there are six cultural centers. These community learning spaces provide an array of unique programming, events, and personal and academic support, while also serving as a home away from home for many students and a reminder of one's culture and ancestry.



ASIAN CULTURE CENTER

More than 2,500 Asian and Asian Pacific American students attend Indiana University, with each bringing a diverse culture and unique talent. Founded in 1998 and located on the Bloomington campus, the Asian Culture Center is designed to promote an awareness, understanding, and acceptance of Asian and Asian American cultures. It accomplishes this work through advocacy, institutional resources, cultural and educational support, and community outreach activities.

YEARLY HIGHLIGHTS:

- Prioritizing requests based on direct student services, mental health, stress, and wellness.
- Developing and implementing programs and initiatives, offering support for students in crisis, facing adversity, or challenges.
- Advising the IU community on best practices based on insights gained from relationships with organizations such as Great Lakes Asian American Student Services.



FIRST NATIONS EDUCATIONAL & CULTURAL CENTER

Founded in 2007, the First Nations Educational & Cultural Center supports the retention and recruitment of American Indian, Alaskan Native, and Native Hawaiian students, faculty, and staff. Its mission is to build a Native community within the university, enhance the recognition and reputation of these communities, and provide educational opportunities that further awareness of the First Nations people.

YEARLY HIGHLIGHTS:

- Hosting the 10th annual Powwow in the Ray E. Cramer Marching Hundred Hall on April 9, 2021. Juaquin Hamilton, a Sac and Fox Nation historical researcher, served as emcee of the event and master of ceremonies for IU's first virtual powwow. The event attracted hundreds of visitors across the country and boasted a line-up of nationally known dancers and singers.
- Participating in the 6th Annual Big Ten Native Student Gathering at Northwestern University.
- Hosting Steven Paul Judd's artwork project to kick off Native American Heritage Month. The special event entailed Judd—one of today's most prominent contemporary Native American artists—painting a large-scale portrait of legendary athlete and former IU coach, Jim Thorpe. The portrait now hangs prominently in the Indiana Memorial Union.

Centers Devoted to Creating Cultural Connections



JEWISH CULTURE CENTER

The Jewish Culture Center is a welcoming gathering space for approximately 4,000 Jewish students who attend Indiana University. Working in partnership with the Office of the Vice President for Diversity, Equity, and Multicultural Affairs, the new Jewish Culture Center offers events and activities, as well as cultural and social programming opportunities, to Jewish students, faculty, and staff. It is also open to those wanting to learn more about Jewish culture and traditions.

YEARLY HIGHLIGHTS:

- Establishing the new Jewish Culture Center in May of 2022.
- Launching a national campaign titled #EndJewHate in partnership with JewBelong. The campaign was intended to inspire "Jewish joy." Among other things billboards were designed with messaging to uplift and encourage the Jewish community.



LA CASA/LATINO CULTURAL CENTER

La Casa, the Latino Cultural Center, serves as a vital link between the university and the Latine community. Building on a strong campus climate, La Casa provides programming, support, and opportunities to foster a sense of belonging and pride for Latine students, while also assisting in their academic, leadership, professional, and social development.



YEARLY HIGHLIGHTS:

- Providing community members with opportunities to explore Latine voices, experiences, and culture through the Latine Book Club.
- Organizing a weekly virtual "Writing and Thinking Without Borders" (Silent Writing/Thinking Group) in partnership with the Latino Faculty and Staff Council. This initiative provided focused time for participants to tackle various projects from books to research papers.

Centers Devoted to Creating Cultural Connections



LGBTQ+ CULTURE CENTER

Since 1994 the LGBTQ+ Culture Center has been a gathering and community space for the LGBTQ+ community at IU Bloomington. While the LGBTQ+ Culture Center focuses on providing the community at large with larger programs and events, it also works individually with students. Whether connecting them to emergency financial support, scholarship opportunities, HIV testing services, or counseling, the LGBTQ+ Culture Center is a place where students can build connections and find a sense of self.

YEARLY HIGHLIGHTS:

- Launching "The Training Outreach Program (TOP)" to help departments, offices, and student organizations build institutional equity for LGBTQ+ community members. The two-hour sessions reached 420 participants.
- Continuing the "Intersections Series" with a focus on queer visibility. Five sessions were conducted for 304 participants.
- Holding nine "Public Training Series" presentations for 245 participants via 90-minute Zoom sessions on Sexuality, Gender, Oppression & Joy, Intersectionality, How to Be an Effective Ally, and Mental Health.

NEAL-MARSHALL BLACK CULTURE CENTER

Founded in 1969, the Neal-Marshall Black Culture Center is the oldest of Indiana University's cultural centers. The center itself has a rich tradition of supporting IU's efforts to recruit and retain Black students. It accomplishes this mission by connecting the institution to Black culture, promoting public awareness about the Black experience, and celebrating students' academic and leadership achievements.

YEARLY HIGHLIGHTS:

- Introducing a new signature program in collaboration with campus partners called "Relax, Relate, Release." The effort provides wellness experiences for students, including nutritional meal preparation, jazz and journaling, aromatherapy, and confidential HIV testing.
- Hosting a series of events to honor and celebrate the Black church during Black History Month.
- Celebrating the achievements of 330 students with the traditional Black Congratulatory Ceremony. The program included a special tribute to the Gamma Nu chapter of Delta Sigma Theta Sorority, Inc. as the founder of the celebration in 1994. The Jimmy Ross Spirit of Philanthropy award was presented to Kandace Rippy; ten students were the recipients of the inaugural Neal-Marshall Hall of Fame Award.



The African American Arts Institute: One of a Kind for 48 Years

Since 1974, the African American Arts Institute (AAAI) has served as the nation's only credit-bearing university program dedicated to the performance and promotion of Black music and dance. The Institute is made up of three performing ensembles—African American Choral Ensemble, African American Dance Company, and IU Soul Revue—that are offered as courses in IU's Department of African American and African Diaspora Studies.

YEARLY HIGHLIGHTS:

- Returning to the IU Auditorium for the annual Potpourri of the Arts in the African American Tradition on November 14 after a two-year hiatus due to COVID-19. The 27th annual concert featured performances by all three AAAI ensembles. Nearly 1,300 students, faculty and staff, families, and community members attended the event.
- Celebrating IU Soul Revue's 50th Anniversary with a series of performances to engage alumni, students, and the Bloomington and Indianapolis communities. The anniversary's theme, "Let's Stay Together," was inspired by the 1971 Al Green hit song and included a 50th Anniversary Kick-Off event during IU's First Thursdays on October 7. The day itself was proclaimed as "IU Soul Revue Day" by the city of Bloomington.



The African American Arts Institute: One of a Kind for 48 Years

- Establishing a residency program with Grammy-award winning songwriter and producer Daryl Simmons. The program featured a songwriting masterclass with the Soul Revue and students from the Jacobs School of Music; a Soul Revue performance during OVPDEMA's Winter Reception to commemorate the ensemble's first 1971 show at the IU Black Faculty/Staff Christmas Party; a listening party with the famous R&B group After 7 that featured alumni Keith Mitchell and Kevon Edmonds; and a Soul Revue performance at IU East.
- Hosting the 50th Anniversary Banquet and Alumni Open Mic Party & Jam Session on April 22 at the JW Marriott Indianapolis. A total of 549 people were in attendance. A sold-out 50th Anniversary Spring Concert also was held at the Madam Walker Legacy Center featuring performances by 1970s alums (many of whom were original ensemble members). A crowd of 836 alumni, students, and fans were in attendance.



A Roadmap to Future Success

Education has the power to change lives. But many students, especially those who are the first in their families to go to college and those from disadvantaged socioeconomic backgrounds, need additional support. Indiana's 21st Century Scholars Program is designed to help build a bridge to achievement for these students.

Students who are part of the 21st Century Scholars Program sign a “pledge” in the eighth grade in which they agree to fulfill certain academic requirements. In return for completing those requirements, they are guaranteed a four-year grant to cover the cost of college tuition at any public institution in Indiana.

Beyond its financial component, the 21st Century Scholars Program provides an intensive network of resources and opportunities—including first-year seminars, summer bridge programs, mentoring, advisors, tutoring, and career workshops—to support, retain, and graduate students.

At IU South Bend, a partnership with the Community Foundation of St. Joseph County is helping to increase awareness about the 21st Century Scholars Program. The collaboration includes a coalition of 24 local school districts, colleges, universities, youth organizations, and economic development agencies that lend their expertise and resources to encourage and support scholars.

A recent \$4 million grant from Lilly Endowment Grant is helping to amplify this work.

The university's partnership with the Community Foundation of St. Joseph County is proving instrumental in elevating awareness about and participation in the 21st Century Scholars Program. Enrollment of 21st Century Scholars in St. Joseph County has grown by 65 percent in the past three years, from fewer than 500 eighth graders to more than 800 today.

BEING A SCHOLAR



Kevin Lopez is one of the many grateful benefactors of the 21st Century Scholars Program. When Lopez graduated from Washington High School, he knew he wanted to one day become a dental hygienist. His high school counselor encouraged him to apply to IU South Bend's Summer Leadership Academy, where participants receive a scholarship that pays

100 percent of the tuition and required fees for two elective college courses.

In exchange, students are required to attend classes four days a week from June to August.

“Research shows that creating initiatives centered on student engagement is the key to success. And when a student develops a relationship with faculty, staff, and other students, they are more likely to feel connected to the campus and seek assistance when they need it,” notes Cynthia Murphy, a recruitment retention counselor.

Lopez readily agrees.



I WAS NERVOUS AT FIRST, BUT IT REALLY SMOOTHED THE TRANSITION TO COLLEGE FOR ME. I WAS MORE COMFORTABLE IN THE FALL WHEN CLASSES STARTED.”

- Kevin Lopez

“I was nervous at first,” says Lopez, “But it really smoothed the transition to college for me. I was more comfortable in the fall when classes started.”

Like many IU South Bend 21st Century Scholars, Lopez is the first in his family to go to college. The program is making it possible for him to pursue his dreams.

“I'm not sure where I'll work yet, but I'm looking forward to the future and a career in dental hygiene,” Lopez says.

University Partnerships



University Partners: How a Community Helps Students

The Office of the Vice President for Diversity, Equity, and Multicultural Affairs focuses on providing enriching opportunities for students, faculty, and staff and building a college culture that values diversity, equity, and inclusion. Many individuals, departments, schools, and organizations support this work, including collaborations with university partners and external groups.

YEARLY HIGHLIGHTS:

- Launching a new Diverse Supplier Search tool by the IU Office of Procurement Services to help purchasers find diverse suppliers.
 - Linking to over 1,600 State of Indiana certified minority, women, and veteran business enterprises.
 - Tracking 1,230 page views by day.
- Creating “Using Inclusive Language in IT,” an inclusive language document by IU’s Research and Education Networks Information Sharing and Analysis Center for the IU community that addresses complex technical jargon and terms of inequality.
- Continuing investment in the Indiana University Racial Justice Research Fund, an effort created in 2020 to further advance faculty efforts concerning racial injustice. Jointly supported by the Office of the Vice President for Research and the Office of the Vice President for Diversity, Equity, and Multicultural Affairs, initiative highlights include:
 - Investigating skin color and skin tone diversity in anatomical diagrams within contemporary human sexuality textbooks through the research work of Yael R. Rosenstock Gonzalez, Deana Williams and Debby Herbenick. Findings were published online in the *Journal of Sex & Marital Therapy*.
 - Analyzing large-scale quantitative data from social media, public opinion surveys, and publicly available datasets to develop a comprehensive understanding of how the Black Lives Matter (BLM) movement has changed American society. As a result, Fabio Rojas, a professor of sociology in the IU Bloomington College of Arts and Sciences, wrote a book about the movement, including the impact of BLM protests.
- Supporting veterans pursuing higher education through a one-year fellowship held by Jose Aponte, a veteran of 24 years in the U.S. Air Force and Army, alumnus, and graduate student of IU Southeast. Aponte went through leadership training and worked on setting up the program.
- Conducting a three-year needs assessment by the Indiana Institute on Disability and Community’s Resource Center for Autism. The purpose of the survey is to identify: (A) the status of services provided to individuals with autism and their families; and (B) the need for additional or alternative services for individuals with autism and their families.

Learn more about the Office of the Vice President for Diversity, Equity, and Multicultural Affairs and contributors to the annual report at diversity.iu.edu.





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