

Diversity Committee

Annual Report

November 3rd, 2016

I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7) which requires that each public institution of higher education create a diversity committee to meet this legislative mandate. One of its requirements is an annual report to the Board of Trustees.

The University's existing Affirmative Action Committee was adapted to meet the requirements of IC 21-27-8-7. The 2015-2016 Diversity Committee consisted of the following members:

Linda L.M. Bennett – Committee Chair, *President*
Steve Bridges, *Vice President for Finance and Administration*
Andrew Wright, *Vice President for Enrollment Management*
Chris Hoehn, *Director of Religious Life*
Lilly Howard, *student representative*
Sera Radovich, *student representative*
Danesha Shelton, *student representative*
Kirat Baath-*Contract Assistant Professor of Biology, Pott College of Science, Engineering and Education*
Rose Scruggs-*Electronic Services Coordinator, Library Services*
Joseph Uduehi-*Associate Professor of Art Education, College of Liberal Arts*

Ex-Officio

Cynthia Brinker-*Vice President for Government and University Relations*
Douglas Goepfner-*ADA Coordinator, Human Resources*
Pamela Hopson-*Director, Multicultural Center*
Ronald Rochon-*Provost*
Marcia Kiessling-*Associate Provost for Student Affairs*

II. Diversity Committee Objectives

As previously reported to the Board of Trustees, the Diversity Committee incorporated and expanded upon the legislative mandate by establishing the following objectives:

1. Define the University's vision of diversity and recommend methods to integrate that vision with existing University policies and procedures;
2. Collect information on University programs and initiatives and community resources;
3. Review University employment policies and processes and recommend improvements intended to increase hiring of diverse candidates;
4. Review University complaint policies and processes concerning diversity issues and recommend improvements;
5. Review University programs and processes, developing recommendations as appropriate for improvements to existing programs and processes and for new programs and initiatives that promote recruitment and retention of diverse students, faculty, and staff;
6. Recommend methods that increase awareness of the University's commitment to diversity;
7. Assess University diversity training and communications needs and make recommendations;
8. Develop methods to assess the University's diversity efforts; and
9. Provide Annual Reports to the University's Board of Trustees.

III. Update on Affirmative Action Progress

In calendar year 2014 and fiscal year 2015, the Diversity Committee found improved levels of diversity in both student body and in faculty and staff including:

- The percentage of female students is currently 63%. This is not a significant increase, as over the past 10 years, the percentage of female students has remained consistently between 60 percent and 63 percent each year since 2003.
- Diversity of among students has increased. As of fall 2016, 11.1 percent of students are from diverse ethnic and cultural backgrounds, up from 8.2 percent in 2003. Interpretation of this increase can be challenging because of the "multiple race" category (required of all educational institutions) USI now offers to incoming students as a possible response when self-identifying race/ethnicity. Also, international students are now asked to self-identify a race/ethnicity; however, they are reported as an "international" category.
- The percentage of female employees (faculty and staff) has remained fairly consistent at an average of 61% since 2012. For historical comparison, in 2006, the percentage of female employees was 56.8%. (*Source: HR Affirmative Action Plan Workforce Analysis Summary*).
- The percentage of minority faculty and staff dropped slightly from 9.4% (120 individuals) in 2014 to 8.6% (111 individuals) in 2015. (*Source: HR Affirmative Action Plan Workforce Analysis Summary*).

IV. Review of University Diversity Initiatives and Programs

In 2015-2016, many departments, colleges, faculty and staff members participated in a wide range of initiatives, programs, and events to promote diversity.

College of Liberal Arts

The College of Liberal Arts hosted a wide variety of diversity related events and programs during the 2015-2016 academic year. A select listing of events include:

- Day of the Dead Celebration, October 2015
- Multi-Lingual Poetry Reading, World Languages and Cultures Department, Fall 2015
- Raul Hernandez Garrido, visiting instructor from Spain, and performance of his play, All Who Are Left in Mallette Theatre, 29-30 October 2015
- World Languages and Cultures Department also participates in After-School Language Programs
- Nelson Mandela Social Justice Day, Tim Wise, Keynote Speaker, 11 February 2016
- Evansville Philharmonic Orchestra and College of Liberal Arts, Elijah Interfaith Discussion to promote and understand EPO's performance of Mendelsohn's "Elijah," 23 February 2016
- German Film Festival, 19 February-26 March 2016 (films shown each Friday evening in Forum I; made possible with a grant from the Goethe Institute, Boston, MA)
- Production of "Paul Robeson" in USI Performance Center. A one-person show directed by Ron Himes of the Black Rep of St. Louis, September 2015.
- Stand Against Racism Rally, 28 April 2016
- Four Safe Zone Workshops were offered between October 2015 and June 2016.
- Annual Reading of the Vagina Monologues to benefit Willow Tree Center, which raises consciousness about women's issues and supports both global and local efforts to stop violence against women. It has raised thousands of dollars over the past eight years and it tries to include diverse voices of experiences of femininity, including the experiences of refugees, transgendered women, poor women, women of color, etc.

College of Nursing and Health Professions

- The three USI Community Health Centers provide providing nurse managed care to underserved populations. Currently approximately 48% of the over 2,000 patients in the community health center roster are from diverse populations.
- Inter-disciplinary teams with students from various majors including the DNP program, social work, occupational therapy (graduate) and nursing, occupational assistant, respiratory therapy, and food and nutrition provide care to patients at the Community Health Clinics (Glenwood, Lodge, and Cedar Hall) and at VA Clinics (Evansville and Vincennes) and create patient centered care plans. Patients are from vulnerable populations in the Evansville area or are veterans.
- Dental hygiene students provided:

- Oral cancer screenings at the Community First Health Fair in the fall 2016, at the Homeless Connect in spring 2016, and patients at Cedar Hall Community Health Center in the fall 2016
- Oral health education and tobacco cessation for male and female inmates at the Community Corrections Center in fall 2016.
- Oral health education and tobacco abstinence at Westbrook Evolution in fall 2016. Westbrook Evolution is a tutoring trailer for elementary and middle school students in the lowest socioeconomic class in the EVSC.
- Free dental cleaning, fluoride and X-rays for military veterans
- As part of the national Million Hearts Initiative to prevent heart attacks and strokes, nursing students are providing cholesterol and blood pressure screenings and education for underserved populations at the Community First Health Fair, USI Health Fair, YMCA, Hope Hall, the Potter's Wheel and the USI Glenwood Community Health Center.
- Nursing students provide health screenings at Potter's Wheel, local correctional facilities, and to the African American community through the Black Barbershop Health Outreach Program.
- Occupational Therapy students conducts a Balance Screen event in conjunction with St. Mary's hospital every fall and spring with the geriatric population.
- The Southwest Indiana-Area Health Education Center (SWI-AHEC) sponsors a summer camp promoting careers in health professions, with a target audience of middle school age kids from diverse backgrounds. SWI-AHEC also does a summer camp (Go-Viral) with the same target audience.

Pott College of Science, Engineering and Education

- Dave Ellert, engineering coordinator for the SwISTEM Resource Center and faculty in USI's engineering department, lead a group of students in Carver Community Organization's Pathfinders program through six weeks of immersive robotics and manufacturing processes.
- SwISTEM partnered with the Evansville YMCA Diamonds program to sponsor four underrepresented minority and/or socioeconomically disadvantaged girls for the 2016 Girls Only (GO) STEM! Summer Residential Camp. A total of eighteen (18) girls spent a week at USI learning about STEM careers in science, engineering, coding, and nursing.
- The Engineering Department sponsors a student chapter of the Society of Women Engineers (SWE). Students in this organization attend monthly meetings and an annual conference promoting the success of women in the engineering profession.
- Faculty members from the Departments of Mathematics and Teacher Education collaborated on a summer STEM camp for K-8 students at Vogel Elementary School in summer 2016 in conjunction with the MISTE Math-Science Partnership grant. Although students across EVSC participated, targeting the Vogel district ensured participation of students from diverse socioeconomic backgrounds.
- SwISTEM and the Engineering Department helped to sponsor the Pathfinders Project through the Carver Community Organization in downtown Evansville. Underserved students, their parents, and their siblings were taught how to build and program robots downtown and on campus. The program is continuing this fall with model rocketry.

- The Pott College has formed an exploratory team to build a grant proposal for National Science Foundation (NSF) Advance grant that funds projects that focus on increasing the presence of women in the STEM fields.

Romain College of Business

- The Volunteer Income Tax Assistance Program (VITA) provides faculty and students with opportunities to interact with a diverse group of individuals with low to moderate incomes from our local community. Over the course of two months (early February to early April) students in the Romain College of Business provide federal and state income tax preparation services for community members who enroll in the VITA program.
- In spring 2016, students enrolled in ACCT 390 assisted 151 community members, about 16 taxpayers per night. Accounting students interviewed and prepared the taxes of those taxpayers who made an appointment for this service. Preparation of returns typically takes 90 minutes to two hours to complete. Students gained hands-on experience interacting with individuals with diverse backgrounds and upon successful completion of the course, are able to use tax preparation software, interview clients, research tax issues, and perform quality reviews of prepared income tax returns.
- Students in CIS 477 Applied Software Development Project developed a website for the Tri-State Chinese Culture Association. In the process of developing the website, students interacted with the members of the Tri-State Chinese Culture Association and developed an appreciation of cultural differences when establishing the scope, content and design features of the website.
- Students in MNGT 444 – Managing Diversity in Organizations are actively engaged in exploring the challenges and opportunities associated with diversity within organizations. 25 percent of the course grade is connected to diversity-related assignments and a diversity project.
- The RCOB has also initiated efforts in 2015-16 to expand diversity related activities including providing website enhancements for the Evansville African American Museum and developing an entrepreneurship program for students at Caze Elementary School.

University Division

The Indiana Commission for Higher Education's Scholar Corps AmeriCorps program aims to increase 21st Century Scholar retention and success by providing on-campus programming, direct support and connecting students to various on-campus resources, information and services needed to be successful in college. Housed in University Division, the 21st Century Scholar Corp Diversity Initiatives supported and encourages 21st Century Scholars to attend:

- The Student Involvement Fair in which students got to learn about the diversity of different campus organizations.
- The Study Abroad Workshop and learn about 50 different countries and their cultures.
- The Exploring Majors and Minors Fair to learn about the diversity of various majors offered at USI.
- Club meetings and the mentoring program to learn about the differences and cultures of other scholars.

- and volunteer with the LST 325 Veteran's Breakfast, in which scholars encountered several diversity and cultural experiences.

Student Support Services is a unit in University Division that provides comprehensive support services for 140 students who qualify as first generation, low income, or persons with disabilities. Objectives are to ensure students achieve timely graduation, persist from one academic year to the next and maintain good academic standing through one-on-one mentoring and counseling and academic initiatives. Activities and services within the program that include a diversity component are promotion of cultural events, support networks, and international programming.

SSS diversity programming activities/promotions 2015-2016 included 18 different programs (academic/cultural/community) over 27 different days and partnered with 9 different community/campus partners. A total of 140 students participate in fall programming. Example programming includes:

- SSS students attended Fiesta Evansville in the community to learn about the Latino cultural, food, music
- Promoted and financially supported student's attendance at all USI theater plays and events (i.e. Tartuffe)
- Holiday Card Decorating for Veterans & Donations for ECHO Housing
- Hosted a weekly Book Club, where students and staff read the *I Am Potential* by Patrick Henry Hughes, which discusses diversity issues regarding individuals with a disability and overcoming obstacles

Student Affairs

Career Services and Internships

- Participated as a member of the quarterly Veterans Resource Community Breakfast with community and campus representatives
- Presented two Smart Start salary negotiation workshops to address gender inequity in compensation
- Presented two career development sessions during international student orientation
- Maintained subscriptions to the following periodicals in our career resources library:
 - Insight into Diversity, Careers & the Disabled, Women in Engineering, Minority Engineer, Hispanic Career World, and African-American Career World

Counseling Center

The Counseling Center sponsored or co-sponsored 46 campus events and activities (6/1/15 – 5/31/16) to promote diversity, from film screenings to discussions and larger events. Topics ranged from general diversity and inclusion, to themes specific to women, African Americans, the LBGTT community, and people with disabilities.

Counseling Center events of note include:

- Disability Awareness Week – an annual week-long series of events that began in 2012
- Sexual Assault Prevention
- The Power Hour (discussion of diverse identities, political issues, and personal experiences)
- How to Talk about Diversity
- National Coming Out Day Celebration
- Mental Health Screenings
- Developing a Healthy Body-image
- Voices of Discovery (a 7-week intergroup dialogue program where students learn about many aspects of diversity).

Dean of Students Office

DOSO sponsored or co-sponsored several events including:

- Two screenings of “The Hunting Ground”, a documentary on the issue of sexual assault on university campuses with panel discussions
- Flowers on the Lake
- 10th Annual Walk a Mile in Her Shoes
- Stand Against Racism
- No More- Speaker related to Domestic Violence and Sexual Assault
- USI Just Because Campaign related to stereotypes
- Women’s Empowerment Week

Housing and Residence Life

HRL sponsored or co-sponsor a wide-variety of activities and events designed to engage and educate students living in USI housing about the broad diversity represented at USI. A sample of the activities and events include:

- Culture Nights - These bimonthly programs were held in Ruston Hall and hosted by the hall staff and International Programs staff. Each program focuses on a different culture and educates our students in areas of cuisine and cultural norms.
- Social Justice Survey - Used to determine what experiences our students are having, where they see we are failing them in specific areas of diversity education, and what they would like to learn more about.
- Ecuador Culture and Clothing Drive - Sharing of information on the culture and hardships of Ecuador with a collection of clothing to be sent to residents of the country.
- Boys and Girls Club Volunteering - Students volunteered and learned about the experiences of those with lower socioeconomic statuses, family life issues, and other different life experiences.

- Travel Around the World – Resident Assistants (RA) from 19 apartment buildings had a different country they represented with facts and food. Students traveled from apartment to apartment learning about the countries and sampling food from those countries.
- Diversity Cupcakes - Students came and made cupcakes and the toppings indicated certain identities.
- I DIP, You DIP, We DIP (Diversity and Inclusion Program) - Students made tie dye socks that stood for things like religion, sexual identity, race, etc.
- Colors of USI - There was a table at the Community Center where residents were asked to paint their hands with at least 1, but no more than 3 colors of the most important identities in their lives. The mural was hung in the Community Center and it became a point of discussion with residents.
- True Colors - Residents painted on canvas something that was important to them and shared what is an important part of their identities.
- Day of the Dead - Residents learned about the Day of the Dead celebration which is celebrated in many Latin American countries.
- Chinese New Year - Residents learned information about Chinese New Year traditions.
- Dying to Talk - Students learned and talked about several different social justice issues, including racial diversity and LGBTQ topics.
- Come and Chill - Social program for residents from apartments and international students in Ruston Hall.

Multicultural Center (MCC)

The Multicultural Center sponsored or co-sponsored 23 events and activities during the 2015-2016 academic year to promote diversity and inclusion. The initiatives centered on the following: outreach; student engagement; student/faculty engagement; social and co-sponsorships. Two new positions were created and three job searches were conducted with a new emphasis on sharpening our focus on retention, persistence and the graduation of students of color.

- Cultural Diversity Welcome Reception
- Designed by Grace Callout Rally
- College Mentors for Kids Callout Rally (outreach/co-sponsor)
- Ice Cream Social
- MCC Cookout
- MCC Open House
- Women Unlocked (mentoring program)
- MCC Reunion
- National Hispanic Heritage Month
- Black & Brown Summit
- USI Live at the Apollo
- Gospel Explosion
- Finals Food
- Welcome Back Wednesday

- Martin L. King, Jr., Luncheon
- Dinner with the Provost
- Power Hour (co-sponsor)
- Nelson Mandela Commemoration
- Spring Gospel Concert
- MCC Student Leaders and Graduates Recognition event
- WEOA Radio National Hispanic Heritage Month spots
- WEOA Radio Black History Month spots

Recreation, Fitness and Wellness

RFW offers programs that promote an inclusive and safe campus community, in collaboration with other campus departments and community partners:

- Gender Violence Prevention Initiatives
 - *Flowers on the Lake* - Domestic Violence Awareness
 - *Walk a Mile in her Shoes* - Sexual Assault Awareness
 - Stalking Awareness Month
- National Eating Disorder Awareness Week
- *Step Up* Bystander Intervention Training for student groups
- Free and confidential HIV Testing (monthly)
- An annual session on diversity every August during student staff training (70 students). This year's presentation was "The One about Privilege"

Religious Life sponsored the following events during the past year:

- Spiritual Diversity Project- hosted Interfaith Dialogue as part of Welcome Week Activities
- Understanding Islam presentation
- Campus Ministers Luncheon with the Provost
- Prayer Room Petition advocacy and tabling outside University Center in April

Student Development Programs

- Activities Programming Board (APB) sponsored programs:
 - APB co-sponsored a "Respect Rally" on November 18, 2015 with the Special Olympics student organization, as well as Lambda Chi Alpha and Sigma Tau Gamma. The rally featured a speaker from Indiana Special Olympics.
- Training for students:
 - Emerging Leaders Program had a Diversity and Inclusion session presented by two staff members from Student Development Programs and Housing & Residence Life.
 - Camp Eagle, a three-day long camp for new freshmen, included activities on diversity awareness, including macroaggressions.

- AMIGOS (Orientation Leaders) training includes a diversity awareness activity (Cross the Line) and a presentation on students with disabilities.
- Eagle Experience: UNIV 101 (required of all entering freshmen) included a presentation on Diversity and Inclusion by Dr. Sarah Stevens, CNHP Advising Center Director. This is followed up with a discussion with their UNIV 101 section and an AMIGO and Resident Assistant.

The Veteran, Military & Family Resource Center

The VMFRC is housed in Outreach and Engagement, serves USI's Veteran and dependent community with services in Education, Job Placement, Behavioral Health, and Community Outreach. Campus services include assistance with the Department of Veteran Affairs education benefits, peer-to-peer counseling; and referrals for counseling with financial, vocational and academic issues.

The VMFRC has been recognized throughout the community for its programs and support of veterans has received the following recognitions:

- In July, USI received national *2016 Seven Seals Award* from the Indiana Employee Support of the Guard and Reserve (ESGR) recognizing the work of USI's Veteran, Military, and Family Resources Center (VMFRC), Career Services and Internships, and the entire campus for career development support to veterans, current military, and their family members.
- In July, USI hosted the 2016 Veterans Administration (VA) Mental Health Summit, which provided a professional development opportunity for 130 Veterans' mental health caregivers and community partners. The learning environment focused on suicide prevention in the veteran population and building a suicide safe community.
- VMFRC continues to partner with USI Dental Hygiene Clinic to offer free dental events for military veterans. This has received national media attention and continues to grow each year. In 2015, USI served 50 veterans and in 2016, USI served 75 veterans.
- As of 2016, USI has 365 enrolled veterans and family members of veterans (i.e. 171 veterans; 194 dependents).

Disability Awareness Week – Spring 2015 Event Summary

- *Disability Awareness Panel: Uncovering Hidden Differences.* What is it like to experience discrimination for invisible parts of your identity? How is the experience of discrimination unique for people whose differences are not immediately visible to others? This panel discussion event will work to challenge myths about disability and other types of difference and help us to think about what it is like to be an "invisible minority."
- *Getting the Gadget Edge: Using Technology to Stay on Top of Everything Life Throws at a College Student!* Disability Awareness Guest Speaker: Wade Wingle, Director of Assistive Technology for INDATA (Indiana Assistive Technology Act)

- *A Photographic Journey through an Inaccessible World!* An interactive presentation by USI's ADA Coordinator, takes the audience on a return trip through a photographic journey that provides the opportunity to identify common examples of inaccessibility in real-world settings.
- *Therapy Dogs and Service Animals: What's the Difference?* Come learn about the difference and de-stress by playing with a therapy dog.
- *Rare Disease Student Discussion Panel:* USI students will speak about the challenges they have faced living with a rare disease.

Procurement – USI Business Office

- In August 2015, an event for minority and female-owned businesses co-sponsored by USI with the Mid-States Minority Supplier Development Council was held in the University Center. The event featured a luncheon, group meetings with vendors on how to do business with USI as well as opportunities for one-on-one meetings between the participating vendors and USI Buyers.
- On October 26th, 2016 the Procurement Department i hosted an event titled “Diverse Business Alliance: Southwest Business Connection.” This event, sponsored by the Southwest Indiana Chamber of Commerce, gives an opportunity for minority owned companies to meet with majority owned companies. Companies participating in the event include USI, Skanska, Mead Johnson and Old National Bank. The event had over 80 participants.
- On April 12th & 13th, Procurement participated in the Mid-States Minority Supplier Development Corporation's Business Opportunity Fair in Indianapolis. There were several face-to-face discussions between potential suppliers and Dan Martens.

The Diversity Committee looks forward to continuing its liaison efforts with the University diversity initiatives and its work on the Committee's objectives in 2016-2017.