

Diversity Committee

Annual Report

March 1, 2018

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 2016-2017 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*
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
Katherine Draughon – Chief Data Officer

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 2017 and fiscal year 2016, the Diversity Committee found improved levels of diversity in both student body and in faculty and staff including:

- Diversity enrollment Key Performance Indicators show the following progress in the past five years:
 - 13% increase in undergraduate and graduate enrollment (headcount) of underrepresented students (N= 947 in 2013 to 1,070 in 2017);
 - First to second year retention of new underrepresented students increased from 58.9% in 2013 to 69.3% in 2017 (Overall rates were 68.1% in 2013 and 70.4% in 2017);
 - Second to third year retention of new underrepresented students increase from 37.3% in 2013 to 51.8% in 2017(Overall rates were 53.3% in 2013 and 58.8% in 2017) ; and
 - Four year graduation rates for new underrepresented students increased from 8.3% in 2013 to 16.7% in 2017 (Overall 4 year rates were 20.5% in 2013 and 30.9% in 2017).
- The percentage of female students is currently 63%. The percentage of female students has remained consistently between 60 percent and 63 percent each year since 2003.
- Diversity of among domestic students has increased. As of fall 2017, 11.9 percent of students are from diverse ethnic and cultural backgrounds, up from 8.2 percent in 2003. In addition, international students make up 2.3% of the student body.

- The percentage of female employees (faculty and staff) has remained 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 remained the same from 8.6% (111 individuals) in 2015 to 8.6% (112 individuals) in 2016. (*Source: HR Affirmative Action Plan Workforce Analysis Summary*).

IV. Review of University Diversity Initiatives and Programs

In 2016-2017, 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 2016-2017 academic year. A select listing of events include:

- Xia Chen, “The Taoist Natural Dynamic Harmony: Protecting the Environment while Respecting All Forms of Life,” September 15, 2016
- Nelson Mandela Social Justice Day, Cornel West, Keynote Speaker, October 12, 2016
- Multi-Lingual Poetry Reading, featuring Pedro Arrea, World Languages and Cultures Department, October 20, 2016
- Day of the Dead Celebration, November 1, 2016
- Evansville Philharmonic Orchestra and College of Liberal Arts, Leonard Bernstein’s Mass, Interfaith Symposium, November 2, 2016
- Spanish Film Club Festival, February 3rd – March 3rd, 2016 (five films shown each Friday evening in Forum I; made possible with support from the Pragda, SPAIN Arts and Culture and the Secretary of State for Culture of Spain)
- USI Theatre Production of Lynne Nottage’s *Crumbs from the Table of Joy* in USI Performance Center. A one-person show directed by Ron Himes of the Black Rep of St. Louis, February 16-19, 2017
- 10th Annual V-Day Reading of Eve Ensler’s *Vagina Monologues*, February 23 and 24, 2017
- Global Salon Series Presentations:
 - Kwabenna Boateng, Visiting Scholar, “Collaboration or Contestation? A Study of Traditional Authorities and Local Government Actors in New Juaben Municipality, Ghana,” March 23, 2017
 - Kwabena Boateng, Visiting Scholar, “Collaboration and Contestation between Chiefs and Local Government Actors,” April 24, 2017

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 MSN 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 veterans or from vulnerable populations in the Evansville area.
- Dental hygiene students provided:
 - Free dental cleaning, fluoride, and x-rays for military veterans
 - Presentation on oral care for pregnant women and infants at the ECHO Neonatal and Pediatric Clinic
 - Presentation on PTSD and oral health at the Veteran's Administration
 - Presentation on oral care for infants and pregnant teens at Bosse High School
 - Presentation on oral health and cognitive dysfunction for individuals with Down's Syndrome at the Arc of Evansville
 - Presentation on the oral health of addicted individuals at Stepping Stone Addictions Facility
 - Presentation on oral health education to students at Joshua Academy
 - Oral health education and tobacco abstinence presentation at Westbrook Evolution. (Westbrook Evolution is a tutoring trailer for elementary and middle school students in the lowest socioeconomic class in the EVSC.)
 - Oral cancer screenings at the Community First Health Fair and the Homeless Connect Health Fair
 - Oral health education and tobacco cessation for male and female inmates at the Community Corrections Center
 - Oral health assessments and developed oral healthcare plans at the Deaconess Hospital DEU, St. Vincent's Hospital DEU, and Cedar Hall Federally Qualified Health Center
- 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, and church sponsored health fairs.
- 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.
- Obstetric ultrasound volunteers (total of 35 this year) in the DMS lab in October and November. Many of these volunteers do not have insurance and are from very diverse backgrounds.
- 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.
- Partnered with the Evansville African American Museum to offer the exhibit, *African Americans and the Disability Experience*, in April 2017. In addition, CNHP coordinated and facilitated discussion panel to accompany the exhibit opening.
- Collaborated with Deaconess Health System and St. Vincent Evansville on the *Project Aware* program. An SWI-AHEC staff member is trained as instructor in Youth Mental Health First Aid, and she offered three trainings targeting people working in rural and underserved communities to provide them the skills to recognize and help youth in mental health crisis.
- Ongoing collaboration (2nd year) with community partners to support a cohort of students each semester at the Academy for Innovative Studies (AIS) to earn Certified Nursing Assistant (CNA) certification, which is an easily employable credential; Nearly 80% of students at this high school are eligible for free or reduced lunches and approximately 45% are African American or multiracial.

Pott College of Science, Engineering and Education

- Dave Ellert, engineering coordinator for the SwiSTEM Resource Center and faculty in USI's engineering department, led a group of students in Carver Community Organization's Pathfinders program through six weeks of immersive robotics and manufacturing processes. Each project consisted of 4 Saturday workshops with a campus field trip and open house demonstration with parents.
 - Fall 2016 Build and launch model rockets
 - Spring 2017 Build and test balsa wood gliders
 - Fall 2017 Coding projects in Scratch and Python
- SwiSTEM collaborated 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 2017 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 continued 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.
- Brandon Field, Associate Professor of Engineering, is a member of the steering committee of the DaVinci Institute, which held an event called the Design Thinking Challenge. Students from Lincoln Elementary School, an inner-city school, were among the participants who used educational tools for the visualization of sounds, and developing games that teach something about the principles of waves or sound. The students will be presenting their own games to the Evansville Philharmonic Orchestra in the spring.
- The Engineering Department created three new academic scholarship awards with preference toward students in underserved populations.
- 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.
- SwISTEM's *Girls Only (GO) STEM! Summer Camp* hosted twenty-four (24) ninth through twelfth grade girls at the university for the eighth consecutive year. Historically, emphasis has been on recruiting both socio-economically challenged and minority girls to the program.
- The SwISTEM Resource Center launched a USI chapter of the nationally esteemed *Girls Who Code* program during the fall of 2017. Girls Who Code is a national non-profit working to close the gender gap in technology. Girls Who Code offers curriculum for after school programs along with summer immersion sessions all across the country. Here at USI, the SwISTEM Resource Center has collaborated with the Pott College of Science, Engineering and Education, and the Romain College of Business to bring Girls Who Code to campus as an educational outreach opportunity for area students in the sixth to eighth grade in Southern Indiana.
- The *SwISTEM Equipment Lending Service* has made concerted efforts to promote and support schools in the region with high percentages of minority and/or socio-economically disadvantaged. Equipment circulation has increased markedly at Washington Middle school and Lincoln Elementary School within EVSC. For the fall of 2017, the SwISTEM Equipment Lending Service expanded to include two high poverty areas in Illinois – White and Gallatin Counties—and Henderson County in Kentucky.
- During the 2017 *SeaPerch Challenge* cycle, the SwISTEM Resource Center provided sponsorships to five low-income teams in the region. With the sponsorship, teams were awarded one (1) SeaPerch kit and had registration fees waived for the 2017 SeaPerch Challenge.
- Each semester, the SwISTEM Resource Center teams up with teacher, Donovan Phipps from *Dexter Elementary School* to give his high-risk afterschool club a tour and experience at USI.

Romain College of Business

Romain College of Business Diversity Related Activities/Initiatives in 2017 focused on providing opportunities for learning about diversity.

- Partnership between Business Communication faculty and the Multicultural Center to provide programming and to serve as an ongoing resource to students of color throughout campus. Programming began in spring 2017 with a presentation to a group called Collegiate Men of Distinction on the topic of professionalism. Another program being considered is a retreat-like symposium for students of color on business topics in the area of personal finance.
- 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 2017, students enrolled in ACCT 390 assisted 74 community members, about 10 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 help to develop a website for HOLA, a non-profit organization established to enhance appreciation of cultural diversity and promote the successful inclusion of Latinos in the community. In the process, students 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. 32.5 percent of the course grade is connected to diversity-related assignments and a diversity project.
- The RCOB is currently engaged in efforts to expand diversity related activities in Evansville neighborhoods. Efforts include exploring partnership opportunities aimed at fostering business startups and employment growth through faculty engagement. The two areas of focus are (a) enhancing the entrepreneurial mindset in these neighborhoods and (b) investing in financial markets. Implementation of some of these activities are being planned for spring 2018.

Enrollment Management

Undergraduate Admissions

The Undergraduate Admissions Office is committed to recruiting and enrolling an academically strong and diverse group of first-year and transfer students. Below are some of the initiatives that focused on recruiting underrepresented students:

- Increased specific outreach to the greater Evansville minority community to continue to diversify the incoming student population. Director of UG Admissions meets with key members in the community with the goal of bringing more awareness about USI and strengthening our relationship with the underrepresented community.
- Senior Admissions Counselor Gina Videa serves a member of Mesa Latina, an organization that addresses issues facing the Latino community in Evansville.
- Assisted with development of the Abraham Brown Scholarship that supports local Latino students in their educational goals at USI.
- Working collaboratively with Provost's Office, UG Admissions has hosted several student groups and guidance counselors from the Chicago and Indianapolis areas. Concerted efforts were made to visit several schools in these areas that have a high population of underrepresented students. This initiative has led to a rapidly developing mentoring program to help these students acclimate to campus and college life.
- Lunes De Latinos - Lunes De Latinos is a special visit day offered once per month where students and their families can participate in the campus visit experience completely in Spanish. Students and their families will be able to get a campus tour, admissions presentation and financial aid presentation in Spanish.
- Bi-Lingual Ambassadors - Spanish speaking subgroup of the Student Ambassador Organization to assist with Latino recruitment initiatives.
- Admissions leadership meeting with student groups such as Black Student Union and the Hispanic Student Union to get feedback and recommendations on how to enhance recruitment efforts of underrepresented students.
- Assisted with the development and implementation of the Harolyn Torain Multicultural Leadership Scholarship. The inaugural interview day to select 20 recipients took place in February of 2017.

University Division

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 Overview:

- 72% of SSS students are first generation students

- 65% of SSS students are low income
- 22% of SSS students have a documented disability
- 24% of SSS students are from a minority population (African American, Black, Hispanic, Asian, and/or American Indian)

SSS Diversity programming activities/promotions:

Thirty-two different programs (academic/cultural/community) were offered over the 2016-2017 academic year including collaboration with over 17 different community/campus partners. Half of our SSS students participate in fall and spring programming. Some of those events include some of the following:

- Promoted and financially supported student's attendance at all USI theater plays and events (i.e. *The Glass Menagerie*, *Mr. Burns*, *Crumbs from the Table of Joy*, *Little Women*, *Vagina Monologues*)
- Holiday Card Decorating for residents at the West River Health Campus
- Hosted a weekly Book Club, where students and staff read *The Help* by Kathryn Stockett, which narrates what life was like in Jackson, Mississippi in 1962 as a black maid. Topics of discussion included privilege, race, gender inequality, and human rights.
- Promoted and financially supported students attendance to the annual MLK Luncheon and the International Food Expo, Spring 2017
- Cultural visit to the Mather's Museum of World Cultures while visiting graduate school programs in Bloomington, IN. Exhibits included (but not limited to): *The Collector's Eye*, *Photography from the Forest*, *Cherokee Craft: 1973*, *Work Exposed: Photographs from the Early 20th Century*, and *Thoughts, Things, and Theories...What is Culture?* We were also able to take students to the hit Broadway musical *Rent*, which explores the AIDS epidemic in the 90's.

Student Affairs

Career Services and Internships

- Collaborated with the Multicultural Center to make a presentation as part of the Success Series
- Participated as a member of the Veterans Resource Community Breakfast quarterly meetings with community and campus representatives
- Presented two Smart Start salary negotiation workshops to address gender inequity in compensation
- Co-sponsored, with International Programs, two speaking events by international career author Jean-Marc Hachey of MyWorldAbroad
- Maintained subscriptions to the following periodicals in the career resources library:
 - National Minority Update, Insight into Diversity, Careers & the Disabled, Women in Engineering, Minority Engineer, Hispanic Career World, Equal Opportunity, and African-American Career World

Counseling Center (CC)

The Counseling Center sponsored or co-sponsored 52 campus events and activities (8/22/16 – 8/20/17) to promote diversity, from film screenings to discussions and larger events. Topics ranged from general diversity and inclusion, to themes specific to women, students of color, international students, and the LBGT community.

Counseling Center events of note include:

- Sexual Assault and Interpersonal Violence Prevention
- Developing a Healthy Body-image
- The Power Hour (discussion of diverse identities, political issues, and personal experiences)
- Chai Chat (discussion of adjustment, acculturation, and stress)
- National Coming Out Day Celebration
- Transgender Day of Remembrance

Dean of Students Office (DOSO)

DOSO sponsored or co-sponsored several events including:

- Sexual Assault Week
 - Self-Worth Speaker Courtney Johnson
 - Mustache for Consent Pledge Campaign
 - These Hands are Not for Hurting Tabling
 - Open Mic Night
- Diversity Awareness Week
- International Student Orientation
- 11th Annual Walk a Mile in Her Shoes
- Suicide Awareness Month
 - Float Your Worries Event
 - De-Stress Fest
 - 13 Reasons Why Suicide is Not the Answer Discussion
- Inter-Organizational Networking Event (Saudi Student Organization, Sigma Tau Gamma fraternity, USI Softball Team)
- Albion Unity Project
- Flowers on the Lake

Housing and Residence Life (HRL)*HRL Co-Sponsored Programs*

- Nelson Mandela Commemorative Celebration - This event featured a film discussion, African Art exhibit, and a keynote by Dr. Cornelius West.
- Culture Nights - These bimonthly programs were held in Ruston Hall and hosted by the hall staff and International Programs staff.

Department Initiatives

SAFE Zone - Resident Assistants received the opportunity to attend a training to understand the oppression of the LGBTQIA+ communities and how they can serve as an ally. About 20 RA staff and 3 professional staff were present for the training.

35 Dumb things well intentioned people say- This book was used as a model for a diversity training with the RA staff. The goal was to help students reflect on understanding microaggressions and how the role of an RA can help to determine the environment and put an end to microaggressions

Departmental Core Values Alignment- In 2016-2017 HRL spent much time with all staff realigning with departmental core values, one of which is diversity. Staff engaged each other in conversations around what we do, what we say we do and what we want to do in the future. The conversations happened at the professional and student staff levels.

A departmental diversity committee was started in spring of 2017, aimed at continuing the conversation around issues of diversity and social justice, particularly for majority students. This group provided recommendations around policy and suggestions for future policy and practice changes.

National Residence Hall Honorary Programs

- 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.

Resident Assistant Programs

- ROB Gives Back - A semester long initiative service-learning programming model for ROB for the spring semester. This program focused on working with local charity organizations and creating programs around them. Some of the programs were educational and others focused on creating donations or completing a project.
- Giving Tree - Christmas trees were set up in ROB lobbies. Worked with Villages of Evansville to sponsor gifts for 50 foster kids in the area.
- IdeniTea - A program that focused on learning about the identities of those in the community, what identity is and how it differs from those around us.
- Pop the Bias - A program where residents filled balloons with paint designated with a bias. They popped their balloons on a canvas, decorated their canvas, shared the biases and their experience and had a take away that would further help them share what biases they have endured and broken from.
- What is in your Cultural bag? - A craft program that allowed residents to pick out items that represented their backgrounds, place those in their "bag", and share that information with other residents so they could understand who made up their community.

- Diversity Cupcakes - Students came and made cupcakes and the toppings indicated certain identities.
- I DIP, You DIP, We DIP (Diversity and Inclusion Program) - Students came and made tie dye socks that stood for things like religion, sexual identity, race, etc.
- 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, 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 Food - Students went to multiple apartments within their building and each room provided food and information related to different countries.

Multicultural Center (MCC)

The Multicultural Center sponsored or co-sponsored 58 events and activities during the 2016 2017 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
- Hosted two College Mentors for Kids Callout Rally (outreach/co-sponsor)
- Ice Cream Social
- MCC Cookout
- Sponsored an MCC Open House each semester
- Women Unlocked (mentoring program)
- Sponsored three National Hispanic Heritage Month
- Black & Brown Summit
- USI Live at the Apollo
- Gospel Explosion
- Two Finals Food events each semester
- Welcome Back Wednesday
- Martin L. King, Jr., Luncheon
- Hosted one Dinner with the Provost event per semester
- Facilitated six Power Hour sessions (co-sponsored with the Counseling Center)
- Nelson Mandela Commemoration (co-sponsor)

- Spring Gospel Concert
- MCC Student Leaders and Graduates Recognition event
- WEOA Radio National Hispanic Heritage Month spots
- WEOA Radio Black History Month spots
- Collegiate Men of Distinction (mentoring program)
- Hosted two Dining with the Deans events for all academic colleges
- Black History Month Oratorical Competition
- Harolyn Torain Multicultural Leadership Scholarship
- Strong Start Program
- Phenomenal Women of USI and Community
- Cesar Chavez Day
- Sponsored eight Success Series – guest speakers from across campus present on their areas
- Cracking the Code – a conversation about race
- Public Safety Diversity Workshop

Recreation, Fitness and Wellness (RFW)

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

- Gender Violence Prevention Initiatives in collaboration with the USI Sexual Assault & Gender Violence Prevention Committee:
 - *Flowers on the Lake* - Domestic Violence Awareness
 - *Walk a Mile in her Shoes* - Sexual Assault Awareness
 - Human Trafficking Awareness Month Film Screening + Panel Discussion
 - Make your own shirt for the Clothesline Project event
- *Step Up* Bystander Intervention Training for student groups
- Free and confidential HIV Testing (monthly)
- Session on diversity/inclusion during student staff training
- Gender neutral bathrooms on the third floor of the RFWC
- *Reflection Room* on the third floor, used for any form of prayer, meditation, or reflection.

Religious Life

Religious Life sponsored the following events during the past year:

- Spiritual Diversity Project- hosted Interfaith Dialogue as part of Welcome Week Activities
- Spiritual Diversity bus trips to Islamic Center, Temple Adath B’Nai Israel , Saint Benedict Catholic Cathedral. For Tour and discussion of faith.
- Director and 3 volunteers spoke to 28 UNIV 101 classes on Diversity and Civil Discourse
- All freshman participated in assessment day pretest on Diversity and Civil Discourse.

- *LBGTQ and Spiritual* -panel discussion hosted with SAGA student group in October 2017.
- Established a Prayer room in Rec Fitness and Wellness Building, a collaboration with the Directors or RFWC and International Programs.
- Religious Holiday and Holy Days celebrating foods and holy days of the following religions: Islam, Buddhism, Christianity, Hinduism and Judaism.

Student Development Programs

- Activities Programming Board (APB) sponsored programs:
 - Shane Bitney Crone -LGBTQ Filmmaker, March 22, 2017 Lecture
- Training for students:
 - Camp Eagle, a three-day long camp for new freshmen, included activities on diversity awareness, including the following:
 - Cross the Line – Power and Privilege
 - Everyday Superheroes – How to be an ally to all people
 - The Spoon Theory – Ableism and Invisible Disabilities
 - AMIGOS (Orientation Leaders) training includes a diversity awareness activity.
 - Student Org. Leadership Retreat – May 4, 2017 – *Is your organization being inclusive?* Presented by Ashley Ewearitt
- Eagle Experience: UNIV 101 (required of all entering freshmen) included content on diversity and inclusion, 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 and serves USI's Veteran, current military 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.
- As of 2017, USI has 360 enrolled veterans and family members of veterans (i.e. 172 veterans; 188 dependents).
- The VMFRC has been recognized throughout the community for its programs and support of veterans:
 - In July, USI hosted the 2017 Veterans Administration (VA) Mental Health Summit, which provided a professional development opportunity for 115 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. Today this

program proudly serves over 150 veterans of all eras and has been extended beyond the two service days that are dedicated each semester.

Disability Services

During the 2016 -2017, Disability Services provided presentations to a variety of internal groups including faculty, staff and students to increase the awareness regarding the range of disabilities as well as discuss challenges and successes USI students have. In addition, two special presentation open to the USI community were provided.

- *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.
- *Rare Disease Student Discussion Panel:* USI students speak about the challenges they have faced living with a rare disease.

Procurement – USI Business Office

- The director, Dan Martens, is an active member in the Southwest Indiana Chamber of Commerce's Diverse Business Alliance (DBA). The DBA creates education, mentorship, and networking opportunities for disadvantaged business enterprises, minority business enterprises, women's business enterprises and veteran-owned small businesses, while encouraging corporate social responsibility by facilitating access to a high-quality diversified supplier network.
- Met with the Indiana Department of Administration (IDOA) in February to discuss ways of improving the IDOA's outreach in Southwestern Indiana.
- In February 2017, USI participated in the DBA construction Connection event at the Southern Indiana Career and Technical Center.
- The Procurement department participated in the IDOA's outreach event at Ivy Tech on First Avenue on May 18th.
- The director participated in a panel discussion at the Indiana Black Expo titled "How to do business with Indiana's State Educational Institutions" in July 2017.
- Hosted an event titled "Diverse Business Alliance: Southwest Business Connection" on October 19th, 2017. This event, sponsored by the Southwest Indiana Chamber of Commerce, give 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 50 participants.

The Diversity Committee looks forward to continuing its liaison efforts with the University diversity initiatives and its work on the Committee's objectives in 2017-2018.