

Diversity Committee

Annual Report

April 26, 2019

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 2017-2018 Diversity Committee consisted of the following members:

Ronald Rochon– *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

Douglas Goepfner-*ADA Coordinator, Human Resources*

Pamela Hopson-*Executive Director, Multicultural Center*

Mohammed Khayum-*Provost*

Marcia Kiessling-*Vice President 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 2018 and fiscal year 2017, 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:
 - 16% increase in undergraduate and graduate enrollment (headcount) of underrepresented* students (N = 937 in 2014 to 1,123 in 2018)
 - First to second year retention of new underrepresented students increased from 55.0% for the entering class of 2012 to 68% for the entering class of 2017 (Overall rates were 67.9% for all new freshmen starting fall 2012 and 71.2% among those starting in fall 2017);
 - Second to third year retention of new underrepresented students increase from 41.7% who entered USI in 2012 to 54.2% in 2017 (Overall rates were 52.9% for the entering cohort in 2011 and 59.3% in 2017); and
 - Four-year graduation rates for new underrepresented students increased from 10.7% in among those starting in 2011 to 24.9% in 2014 (Overall 4-year rates were 20.0% for new freshmen entering USI in fall 2011 and 35.0% for those entering in fall 2014).

**Underrepresented student counts include only domestic minority students.*

- 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 2018, 12.5 percent of students are from diverse ethnic and cultural backgrounds, up from 8.2 percent in 2003. In addition, international students make up 2.2% of the student body.
- The percentage of female employees (faculty and staff) dipped slightly to 60% in 2018 from an average of 61% since 2012. For historical comparison, in 2006, the percentage of female employees was 56.8%.
- The percentage of minority faculty and staff increased slightly to 8.7% (115 individuals) of 12-31-18 from 8.6% (112 individuals) in 2016.

Note: Faculty/Staff count sources: 2018 – USI Human Resources executive director; prior years HR Affirmative Action Plan Workforce Analysis Summary).

IV. Review of University Diversity Initiatives and Programs

In 2017-2018, 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 faculty and staff of the College of Liberal Arts strive to “foster both cultural enrichment and an appreciation of the human condition in all of its diversity” (College of Liberal Arts Vision Statement) through its curriculum, initiatives, outreach, and programs.

The College of Liberal Arts offers numerous undergraduate, graduate, and certificate programs, all of which encourage students to engage with diversity in all forms. The College is committed to the promotion of diversity through its curriculum to the entire University of Southern Indiana community, as illustrated by the contribution of our faculty to Core 39. At the start of the fall 2017 semester, the College delivered forty-eight of the fifty-three (91%) approved Core 39 Diversity-Embedded Experience courses and twenty-four of the thirty-five (69%) approved Core 39 Global-Embedded Experience courses (fall 2017).

In addition to the delivery of a curriculum with an emphasis upon the promotion of diversity as a positive value, the College of Liberal Arts’ faculty are also engaged actively in the dissemination and publication of creative and scholarly works that relate directly to topics of diversity. The College faculty also engage the local community to promote diversity. Among the outreach activities that the College of Liberal Arts’ faculty have coordinated, include:

- Psychology Department faculty, “Trans in Indiana: A Community Conversation panel.” ACLU of Indiana’s Trans Education and Advocacy Program, Evansville, IN.

- Transgender awareness: obstacles and opportunities in the Evansville area. Community Cultural Conversations lecture series, Evansville Museum of Arts, History, and Science, Evansville, IN.
- Tri-State Safe Zone Training Initiatives.

The College of Liberal Arts enacted a strategic initiative for the 2017-2018 academic year that was designed to foster a greater sense of community among first-time, full-time students in the College through several initiatives, often with a focus on diversity, to achieve this goal. Emphasis was upon diversity to increase student success and student retention. Throughout the year, academic departments planned events for students that emphasized diversity as a value. The Sociology Department, for example, hosted both an Open House, entitled "Diversity in Networks," with a presentation of Sociology students to freshmen on how diversity, in their own personal networks, have helped them (October 25, 2017) and also a screening of "Hidden Figures," followed by discussion panel on the issues of race and gender bias in the film (March 27, 2018).

The College of Liberal Arts also developed and sponsored "Cricket on the Quad" (October 20, 2018), an event coordinated for its first-year students enrolled in UNIV101 to complement their reading of Malala Yousafzai's *I am Malala* and to celebrate diversity and education through sport and food.

The College of Liberal Arts hosted a wide variety of diversity related events and programs during the 2017-2018 academic year. A select listing of events include:

- Dr. Ron Mallon (Washington University, St. Louis), "Constructing Race and Other Human Kinds," 2017 Sydney Berger Lecture, September 28, 2017
- World Languages and Cultures Department, Annual Columbus Day Concert, featuring KY Salsa All-Stars, October 2, 2017
- Richard Hunt, "Richard Hunt: American Sculptor," October 12, 2017
- Día de los Muertos, Day of the Dead Celebration, November 1, 2017
- Screening of "Gender Revolution: A Journey with Katie Couric," followed by A Student and Faculty Panel Discussion, November 1, 2017
- International Holiday Sing-Along, World Languages and Cultures Department, December 5, 2017
- Tournées Film Festival (five French films shown as part of the festival in January and February 2018). Tournées Film Festival is made possible with the support of the Cultural Services of the French Embassy in the U.S., the Centre National du Cinéma et de l'Image Animée (CNC), the French American Cultural Fund, Florence Gould Foundation and Highbrow Entertainment
- Ruth Awad, "The Poetics of Belonging," sponsored by the College of Liberal Arts and Women of Color in the Academy, February 16, 2018
- Nelson Mandela Social Justice Day, Tia Oso, Keynote Speaker, February 21, 2018
- Presentation of the "Vagina Monologues," February 22-23, 2018
- Dr. Guisela Latorre (Ohio State University), "Chicana Feminist Murals of Resistance," February 28, 2018

College of Nursing and Health Professions

- Four Fisk University (HBCU) undergraduate students are pursuing their MHA at USI and have received graduate assistantships to learn/work with CNHP healthcare partners in the region.
- The Health Fair is an ongoing collaboration between Harwood Career Preparatory, College of Nursing and Health Professions at the University of Southern Indiana, and Southwestern Indiana-Area Health Education Center. This is a service-learning project that involves USI students in health promotion/worksites wellness, health informatics and information management, healthcare professionalism, and community education courses working together to organize and run the event. The goal of the Health Fair, now in its 3rd year, is to educate, bring individuals/organizations together in the community, and offer simple health services to the Harwood Career Preparatory students and their families. Harwood Career Preparatory Hawk High School provides a non-traditional learning environment for students who may have experienced challenges in traditional schools.
- Interdisciplinary teams of students from the Family Nurse Practitioner program, Psych Mental nurse Practitioner program and Master of Social Work collaborated in rural clinics to provide integrated care.

Respiratory Therapy

- Students provided free pulmonary (lung) screenings for inmates located at the Vanderburgh corrections facility. Many of these individuals do not have health insurance or medical care.
- Respiratory therapy students provide free breathing treatment (MDI, DPI, spirometry) training and assessment for elementary school students who have asthma at the annual asthma camp located at Delaware Elementary School. Many of these students are from low income families and cannot afford ongoing screening for continued maintenance and early detection of asthma.

Health Services

- Health Services students conducted 2-3-hour individual oral history interviews with over 100 elders in community-based geriatric population (over age of 75) in efforts to connect the generations and improve perceived levels of generativity among elders, thus positively impacting quality of life.
- The STELLAR student group made approximately six visits to the State Hospital conducting engagement activities with underserved geriatric patients.
- The STELLAR student group made approximately ten visits to local nursing homes conducting engagement activities with underserved geriatric patients
- The Center for Healthy Aging and Wellness, through an ISDH grant funded project, conducted a 2-day intensive training in advanced dementia care certification where 50% of the attendees work in health care settings from medically underserved areas (MUAs) in this case reaching rural, underserved areas of patient populations.

Dental Hygiene

- 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

Nursing

- 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.
- Nursing students were involved in the following projects during scheduled clinicals:
 - Participated in a Veteran's Case Study Simulation
 - Participated in augmented learning strategies: Topic was intimacy of disabled people and LGBT
 - Participated in Human Trafficking presentation
- Undergraduate nursing students are placed in rural health primary care clinics to work with rural, vulnerable populations who have limited access to health care.

Radiologic Imaging

- Students conducted obstetric ultrasounds on a total of 75 volunteers in the Diagnostic Medical Sonography lab in October and November. Many of these volunteers do not have insurance and are from very diverse backgrounds.

Occupational Therapy

- OT students conduct 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.
- 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. [NOTE: This program ended in Sep 2018.]
- Ongoing collaboration (3rd 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 66% of students at this high school are eligible for free or reduced lunches and approximately 31% are African American or multiracial.
- Worked with community partners, including CAPE Minority Health and ECHO Community Health Care, to offer a presentation on racial bias in medicine.
- Collaborated with USI's Veteran, Military and Family Resource Center and several community partners to offer a continuing education program focused on veterans' mental health.

Pott College of Science, Engineering and Education

- The Pott College of Science, Engineering, and Education and Nursing & Health Professions, in offering diversity programming throughout the year to freshmen, sophomore, junior, and senior Medical Profession Academy students.
- Dr. Kyle Mara, Dr. Kim Delaney and Dr. Jason Hill participated in the Pacers STEM Fest in Indianapolis, IN which is designed to spark the curiosity and interest of students in STEM fields. STEM Fest is held at Bankers Life Fieldhouse, home of the Indiana Pacers. Being held in a major urban area means that STEM Fest draws a very diverse, both racially but also socioeconomically, set of students. Faculty are to talk one on one with the students and their parents about not only STEM but also about what USI has to offer students from Indianapolis.

SwIStem

- *SwIStem's Girls Only (GO) STEM! Summer Camp* hosted fifteen (15) ninth through twelfth grade girls at the university for the ninth consecutive year. Historically, emphasis has been on recruiting both socio-economically challenged and minority girls to the program.
- The SwIStem Resource Center continued offering the USI chapter of the nationally esteemed *Girls Who Code* program in collaboration with the Romain College of Business during the fall, spring and summer sessions. 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 across the country.
- The *SwIStem Equipment Lending Service* continues to make concerted efforts to promote and support schools in the region with high percentages of minority and/or socio-economically disadvantaged students. Equipment circulation has increased markedly at McGary Middle School, Lodge Community School, and Lincoln Elementary School within EVSC. For the fall of 2018, the

SwISTEM Equipment Lending Service expanded to include two high poverty areas in Illinois – White and Gallatin Counties—and Henderson County in Kentucky. Heavy use of the lending service has been noted from these out-of-state counties.

- During the 2018-19 *SeaPerch Challenge* cycle, the SwISTEM Resource Center provided sponsorships to three Girl Scout teams in the region. With the sponsorship, teams were awarded one (1) SeaPerch kit and had registration fees waived for the 2018-19 SeaPerch Challenge.

Engineering

- 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. Jenna Kloosterman is the faculty advisor for this group.
- 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 engineering and technology concepts. Each project consisted of 4 Saturday workshops with a campus field trip and open house demonstration with parents.
 - Fall 2017 Coding projects in Scratch and Python
 - Fall 2018 Solid modeling design and 3D printing of shoe soles.
- Brandon Field, Associate Professor of Engineering, is a member of the steering committee of the DaVinci Institute, which holds the Design Thinking Challenge event. Students from Harrison High School, Evansville Day School, and North High School are among the participants who will use educational tools for the visualization of sounds, and developing games using the principles of waves or sound. The students will be presenting their work to the Evansville Philharmonic Orchestra in the early spring.

Teacher Education

- Faculty members from Teacher Education, Nursing, Social Work, and Health Professions at USI partnered with faculty from Ivy Tech, University of Evansville and IU School of Medicine to sponsor the 6th annual Homeless Symposium designed to help seniors in the health professions learn more about homelessness in the Evansville area and to bring awareness of the many resources and community organizations that help this population. In addition, the seminar committee strives to help students recognize that homelessness is something that affects all aspects of family life.
- Faculty members Drs. Kelly Sparks and Jeff Thomas from the Teacher Education Department collaborated on a summer STEM camp for K-8 students at Stockwell Elementary School in summer 2018 in conjunction with the MISTE Math-Science Partnership grant. Although students across EVSC participated, targeting the Stockwell district ensured participation of students from diverse socioeconomic backgrounds.
- Faculty members Drs. Kelly Sparks and Jeff Thomas worked with K-5 EVSC teachers in a summer professional development program integrating computer science, science, and mathematics at Stockwell Elementary.

- The Teacher Education Department has collaborated with multiple school administrators to place teacher candidates in diverse settings for practicums and field experiences.

Chemistry

- The Chemistry Department hosted a Chemistry Connection for the Girl Scouts on April 7, 2018 at USI. There were 15 Brownies and 42 Junior scouts that participated in the event to earn the Home Scientist and Energize patches. Faculty members Jason Langley, Kim Delaney, Darlene Ingram, and several USI student volunteers assisted with the event.

Kinesiology and Sport

- Dr. Alyssa Weatherholt with Kinesiology and Sport Department students went to Carver Community Center to provide exercise programming for their community.
- Dr. Alyssa Weatherholt with Kinesiology and Sport Department students from EXSC 488 went to Jacobs Village and provided individuals with personal training.
- Dr. Renee Frimming and Dr. Jason Langley assisted in providing activities for the Middle School Health Fair at USI for students from Glenwood, Lodge, and Cedar Hall.

Romain College of Business

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

Computer Science

- Computer Science students as part of the Computer Science 483 course (Senior Software Dev. Project) have completed two projects that have significant impact on the Evansville community.
 - Project 1 involved “Stop Light City,” a four-million-dollar development that will bring a “state of the art” playground facility to Evansville's west side, which should benefit a diverse group of citizens within the Evansville area. The USI team was involved in the initial design of the new playground, which will feature a transportation theme to celebrate the history of Evansville.
 - Project 2 was to work with Wesselman Woods Nature Preserve, a 240-acre nature preserve located in Evansville and frequented by a diverse population from Vanderburgh county and the surrounding area. The Wesselman Woods Preserve is owned by the City of Evansville and operated by the non-profit Wesselman Nature Society. The USI team was involved in the development of an “Android App” for the Nature Preserve.

Accounting and Professional Services

- The Accounting program continues to offer the “Volunteer Income Tax Assistance” (VITA) Program, which provides faculty and students with opportunities to interact with a diverse group of individuals with low to moderate incomes from our local community. Students in the Romain College of Business provide federal and state income tax preparation services for community members who enroll in the VITA program over the course of two months (early February to early

April). Accounting students interview and prepare the taxes for these taxpayers who make an appointment for this service, and preparation of returns typically takes from 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, can use tax preparation software, interview clients, research tax issues, and perform quality reviews of prepared income tax returns.

- Spring 2018, a combined group of CIS and CS students created a website for Honor Flight of Southern Indiana for World War 2 veterans - <https://honorflightsi.org/>

Center for Excellence in Teaching & Learning

- Workshop: Strategies for Starting the Semester Positively Get Ready! Teaching Workshops (Student Engagement Starting with the First Day; Designing Assignments to Increase Students' Success),
- AAC&U Beyond Diversity Webinar: Confronting Racism and the Obstacles to Equity and Justice on Campus
- Small Changes in Assignments to Improve Student Success (offered 4 times)
- Get Ready! Teaching Workshops (Engaging Students Starting on the First Day; Small Changes to Student Success in Assignments)
- Ongoing: CETL Library with books and resources on a range of teaching and learning topics focused on diversity and inclusion

Events hosted/sponsored by other units:

- WOCA (Women of Color in the Academy) Lunch and Learn: Self-Care in Challenging Times
- Rice Library: Recruiting, Retaining and Graduating a Diverse Student Body Webcast

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.
- Strategic use of name buy process to get more underrepresented students in our database
- Working collaboratively with Provost's Office, UG Admissions has hosted 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.
- Targeting high schools with high Latino student population and planning to take Bi-Lingual Ambassadors to visit
- Admissions leadership meet 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 distribution of the Harolyn Torain Multicultural Leadership Scholarship.

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.

Student Support Services Participant Diversity Overview:

- 63% of SSS students identify as first-generation students
- 66% of SSS students identify as low income
- 31% of SSS students identify as having a documented disability
- 49% of SSS students identify from a minority population (i.e. African American, Black, Hispanic, Asian, and/or American Indian)

Student Support Services offered **31 different programs** (academic/cultural/community) over the 2017-2018 academic year and collaborated with over **21 different community/campus partners**. Half of the SSS students participated 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. Italian American Reconciliation, (Anon)ymous, Our Town, Into the Woods, and the Vagina Monologues).
- Holiday Card Decorating for residents at the West River Health Campus.
- Promoted and financially supported students' attendance to the annual MLK Luncheon and the International Food Expo in the Spring of 2018.
- During a visit the University of Louisville to explore graduate school options, SSS students also:

- Attended a theatrical production of *Momma Mia*, while visiting the University of Louisville for a graduate school visit, which exposed our students to a cultural experience they are usually not afforded to. They experienced the many wonderful aspects of American theater and music.
- Visited to the Louisville Slugger Museum, where students learned about the history of Baseball by visiting the exhibits and museum, as well as the history of segregation in professional sports.
- Toured the Muhammad Ali center. The museum is, “Guided by Muhammad Ali's six core principles, it features an interactive museum, educational programming, and special events to inspire young adults and adults to pursue greatness in their own lives, communities and countries.”

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, MyWorldAbroad website by international career author Jean-Marc Hachey of MyWorldAbroad, and the link is on our website
- 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

The Counseling Center sponsored or co-sponsored 30 campus events and activities 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 LGBT community.

Counseling Center events of note include:

- Sexual Assault and Interpersonal Violence Prevention
- 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

Dean of Students Office (DOSO)

In fall of 2017, DOSO offered the following programs:

- Suicide Prevention
 - 13 Reasons Why Suicide is Not the Answer
 - Float Your Worries Away
 - The Sunglass Campaign
- De-Stress Fest
- Inter-organizational Networking Event - Unity Project with Albion

In the spring of 2018, DOSO offered the following programs:

- Sexual Assault Prevention Week
- Mustache for Constant Campaign
- Walk A Mile in Her Shoes
- Tabling over sexual assault awareness
- I Am Jane Doe Human Trafficking Awareness

Housing and Residence Life (HRL)

Culture Nights – 16 Culture Nights led by International students about the following countries:

- Tunisia
- Pakistan
- Wales and England
- Zimbabwe
- Bolivia
- Vietnam
- Japan (2 separate events)
- Honduras
- Georgia
- Albania
- Sri Lanka
- Malaysia
- Korea
- India
- Venezuela

CAPE – 9 events led by HRL Student Staff around the topic of exploring diversity (the E in CAPE).

- Color Your Identity – an exploration of the different kinds of social identities through painting
- Culture is NOT a Costume– a discussion and presentation about not appropriating different cultural identities through Halloween costumes
- Religions and Winter Holidays Around the World – an exploration of different religious and winter holidays celebrated in different cultures
- Diversity is a Piece of Cake – desserts from around the world and their cultural significance
- International Food Expo– a lunch offering food from around the world sponsored with the Center for International Programs
- National Condom Night – a sexual education program focused on LGBTQ+ diversity sponsored with the Sexuality and Gender Alliance and the AIDS Resource Group
- Diversity Boards – a discussion of what diversity means to others via white board sponsored with the Spiritual Diversity Project
- Photographic Journey – a photo exhibit of people with different disabilities sponsored with Disability Resources
- Where did that come from – a game for students to learn what world cultures different items come from
- Explore Diversity, Explore the World– learn about where residents are from around the world and how to study abroad
- Diversity Dance– dance instruction in different dances from cultures around the world

Resident Assistant events – 15 events focusing on raising awareness of different types of diversity led by RAs within the six different Housing areas

- Tye-Dyeversity/Soak Up Diversity – using tie dye to explore different aspects of social identities (five separate events)
- Privilege Through Handprints – painting to help students recognize different ways they might be privileged
- Breaking Barriers: Learning ASL (two-part program) – introducing students to some basic sign language and the significance of ASL in the deaf community
- Understanding Disabilities/Disability Etiquette/Handicap This – a discussion of the different kinds of disability and how to interact with people who have disabilities (three separate events)
- Women’s History Night! – a presentation about Women’s History Month and significant achievements made by women

Diversity Committee – 3 events led by student staff members of the HRL Diversity Committee

- Check Your Privilege – a panel discussion of USI students from different backgrounds moderated by the HRL Diversity Committee
- Diversity in the Dark – a game to demonstrate how people can feel isolated when they are the only person who has a certain social identity

- Privilege Walk – a moderated walk to explore how privilege gives certain advantages to some people sponsored with Student Housing Association

Multicultural Center (MCC)

The Multicultural Center sponsored or co-sponsored 61 events and activities during the 2017-2018 academic year to promote diversity and inclusion. The initiatives centered on the following: outreach; student engagement; student/faculty engagement; social and co-sponsorships. Two 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
- Latin Rhythms (3 – Day Event)
- Indiana Latino Leadership Conference
- Rhythm Fest – Late Night Programming (co-sponsor)

Recreation, Fitness and Wellness (RFW)

- 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
- Unity Project – an event with Albion Fellows Bacon Center about diverse identities and looking beyond labels (Fall 2017)
- *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 Project offered bus trips to Islamic Center, Temple Adath B’Nai Israel, Saint Benedict Catholic Cathedral, and the Tristate Hindu Temple. For Tours, prayer experience and discussion of faith.
- Director and 3 volunteers spoke to 30 UNIV 101 classes on Diversity and Civil Discourse
- All freshman participated in assessment day pretest on Diversity and Civil Discourse.
- Established an Islamic Prayer room in Rice Library 0034.
- 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:
 - Daniel Franzese - LGBTQ Speaker, March 14, 2018
- Training for students:
 - Camp Eagle, a three-day long camp for new freshmen, included activities on diversity awareness, including the following:
 - Cross the Line – Privilege and Inclusion
 - 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
 - Cross the Line – Privilege and Inclusion
- Emerging Leaders
 - Cultural activity with Center for International Programs
 - Diversity and Respect presentation from Multicultural Center
- 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.
- Knowledge for Life Speaker Series: Jamelle Bouie “The Civil Rights Movement Today: A Second Redemption?” September 27, 2017
- Fraternity and Sorority Life:
 - FSL Info Night (8/24/17) – Includes content on Multicultural Greek-Lettered Organizations
 - Greek 101 (10/1/17 & 2/18/18) – 75% mandatory requirement for new FSL members. Includes content on Multicultural Greek-Lettered Organizations as well as history of these organizations and strolling.
 - AFLV Central Conference (2/8/18 to 2/11/18) – SDP assists/sponsors students to attend the annual conference. It is in conjunction with the annual National Black Greek Leadership Conference. Two NPHC members attended in 2018 from USI.

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 2018, USI has 341 enrolled veterans and family members of veterans (i.e. 148 veterans; 193 dependents).

- The VMFRC has been recognized throughout the community for its programs and support of veterans:
 - USI hosted its 6th Annual Veterans Administration (VA) Mental Health Summit, which provided a professional development opportunity for 120 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 2018, USI served over 150 veterans of all eras and has been extended to two full weeks (Fall/Spring) that are dedicated each semester.
 - Our "Hoops for Troops" Military Appreciation Basketball Game brought over 110 campus and community veterans together to enjoy the men and women's games at the PAC Arena.
 - Our Veterans Day Celebration applauded the service of our campus, community and family members of our university workforce. Collaborating with the USI Children's Learning Center and Sodexo made this observance a symbol of respect and provided for an educational experience for our future leaders and students.

Disability Resources

During the 2017 -2018, Disability Resources focused on providing outreach and education for faculty, staff and students to increase the awareness regarding the range of disabilities as well as discuss challenges and successes USI students have. The outreach and educational activities included:

- Presentations to faculty and administrators about Disability Resources, including hot topics related to disability on college campuses, such as the increase in emotional support animals and service dogs.
- Education sessions with RAs and Amigos regarding the purpose of Disability Resources, who we serve and what accommodations we may be able to provide. Ras and Amigos who participate in these educational sessions are more confident in making appropriate referrals to Disability Resources.
- Parent presentations about Disability Resources at orientation sessions.
- Outreach in the community by participating in various events with Old National bank and Sycamore services where information is provided about support available to students with disabilities at USI.
- Meeting with K-12 Special Education department chairs in surrounding counties to share information and answer questions about the differences in services from K-12 to college.
- Supporting a new student led Disability organization on campus. Disability Resources has offered to partner with the group on events the group plans.

In addition, presentations by or supported by Disability Resources 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.
- (Co-sponsored with an RA) - An international student who is blind gave a talk about challenges he faces, demonstrated Braille reading, showed the technology he uses to access electronic materials and talked about how he navigates in a visual world.
- Consulted with organizer and co-sponsored the Best Buddies event "Handicap This". The goal of this event was to allow students, faculty/staff, administration, and the Evansville community to come face to face with the power of tolerance, take ownership of self-leadership, experience disability awareness first-hand and create a more supportive community here at USI and in the tri-state region.
- An introduction to sign language event in USI Housing, led by an RA.

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 Mid-State Minority Supplier Development Council (MSMSDC) in August to discuss ways of improving the MSMSDC's outreach in Southwestern Indiana.
- The Procurement department hosted the Indiana Department of Administration's outreach event at the Griffin Center on May 14th.
- 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 2018.
- Reported to the Governor's Commission on Minority and Women's Business Enterprises in December 2018.

The Diversity Committee looks forward to continuing its liaison efforts with the University diversity initiatives and its work on the Committee's objectives in 2018-2019.