

Diversity Committee Annual Report

USI Board of Trustees

April 26, 2019

Diversity Committee Objectives

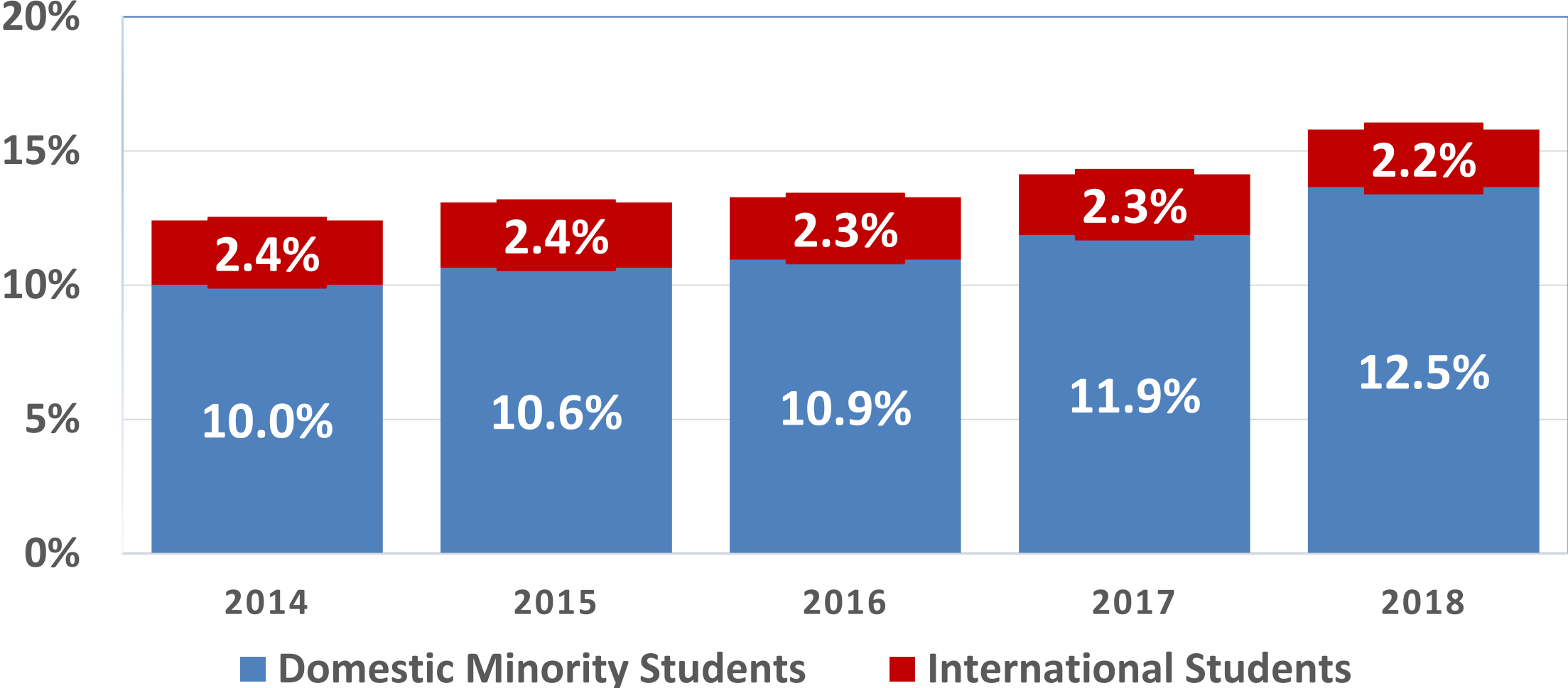
- Define the University's vision of diversity and recommend methods to integrate that vision with existing University policies and procedures;
- Collect information on University programs and initiatives and community resources;
- Review University employment policies and processes and recommend improvements intended to increase hiring of diverse candidates;
- Review University complaint policies and processes concerning diversity issues and recommend improvements;

Diversity Committee Objectives

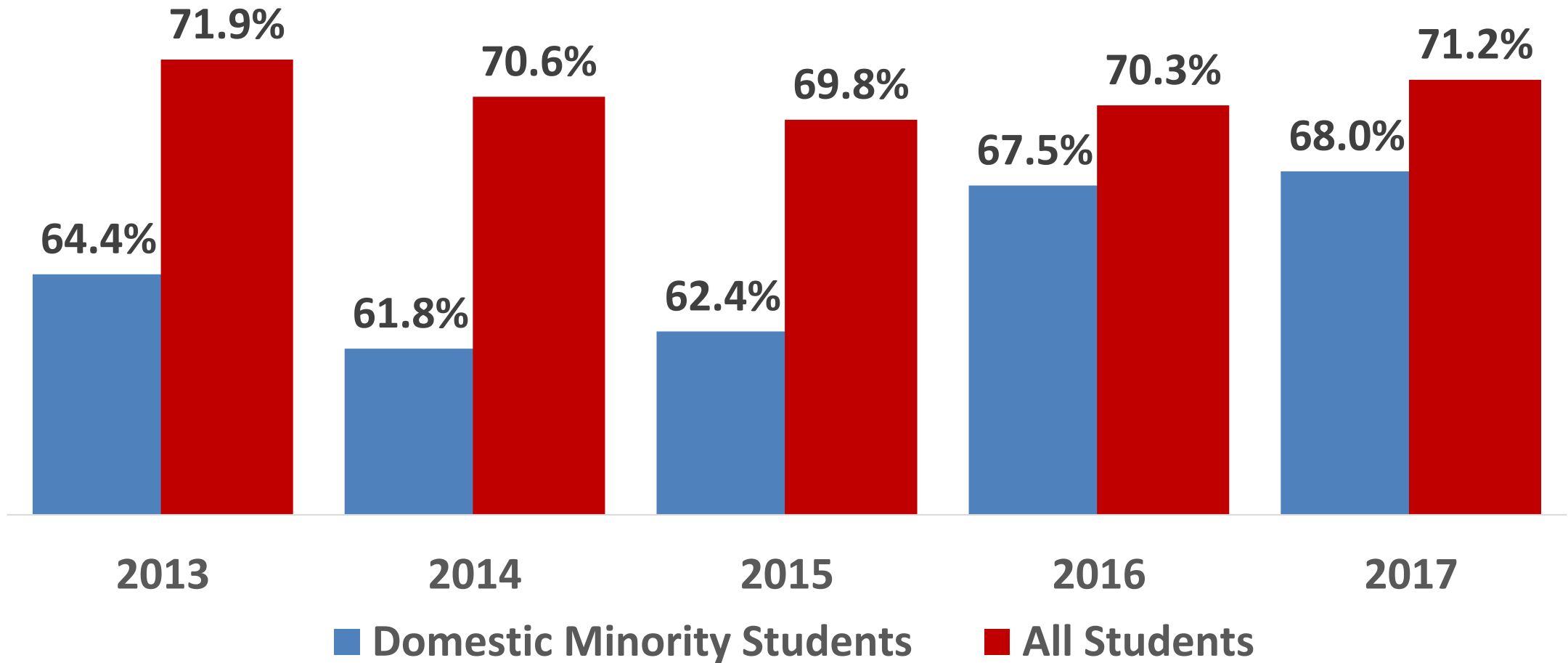
- Review University programs and processes, developing recommendations as appropriate for improvements to existing programs and processes and for new programs and initiatives that promote recruitment and retention of diverse students, faculty, and staff;
- Recommend methods that increase awareness of the University's commitment to diversity;
- Assess University diversity training and communications needs and make recommendations;
- Develop methods to assess the University's diversity efforts; and
- Provide Annual Reports to the University's Board of Trustees.

UPDATE ON AFFIRMATIVE ACTION PROGRESS

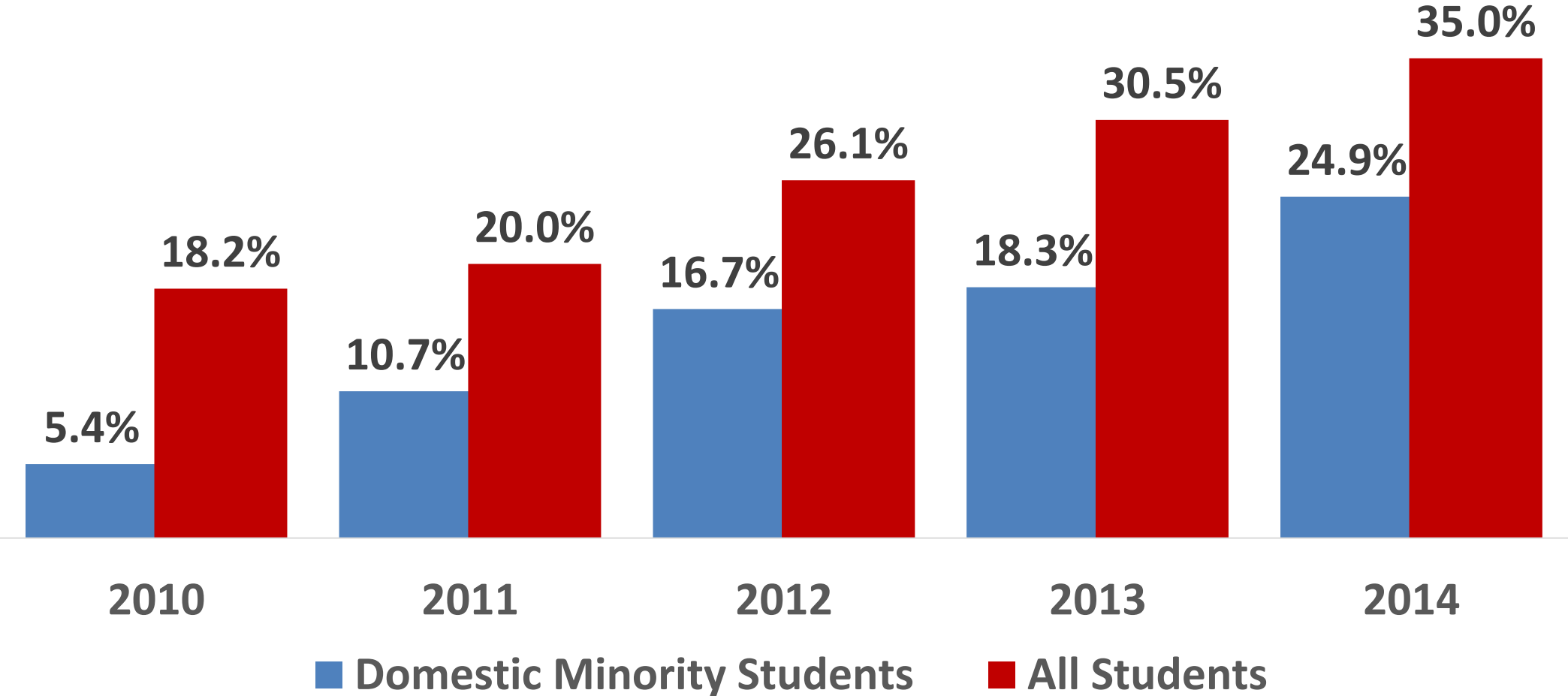
Domestic Minority and International Enrollment



First to Second Year Retention



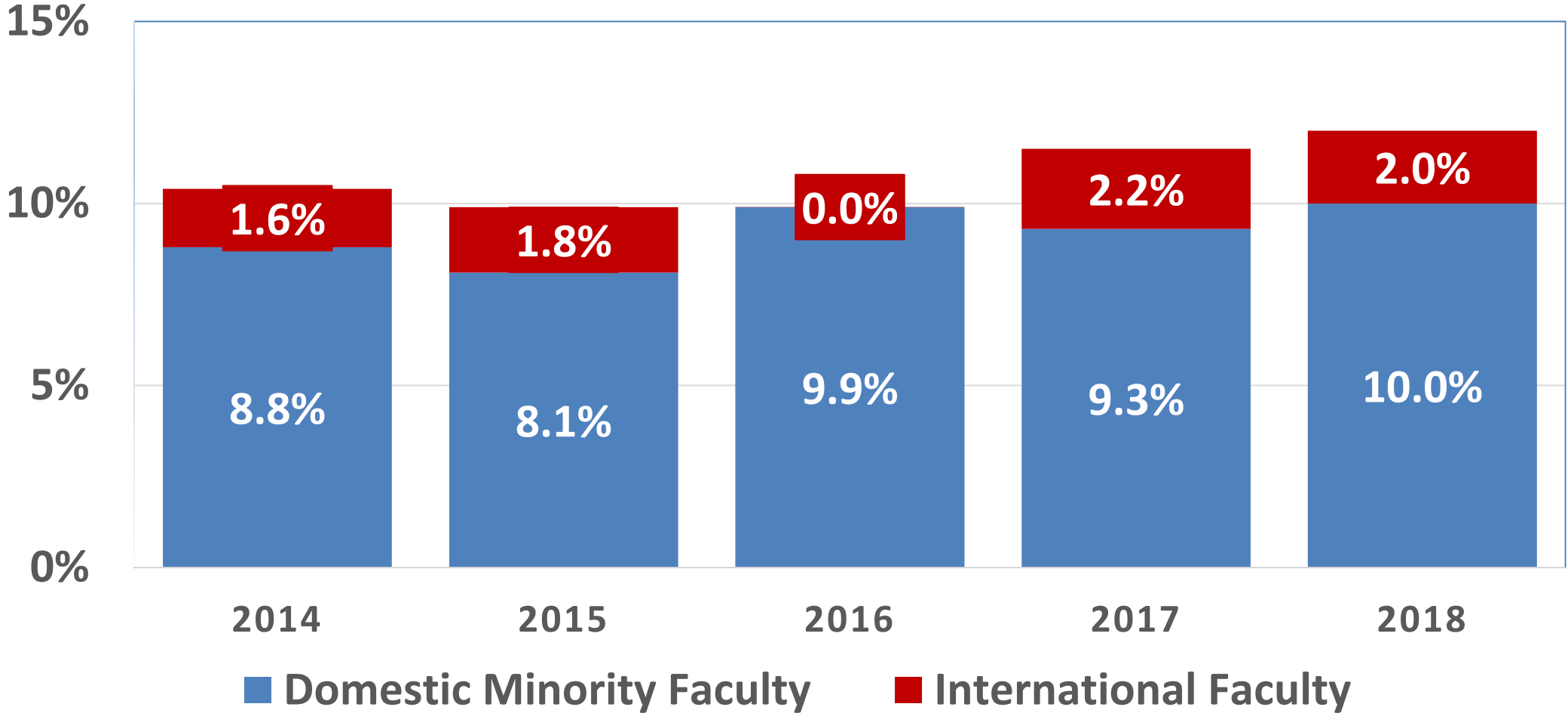
Four-Year Graduation Rates



Staff and Faculty

- 8.6% minority since 2014
- 61% female since 2012

Faculty Diversity



DIVERSITY AND INCLUSION ACTIVITIES AND EVENTS

Target Audiences

- USI students
- USI faculty and staff
- The homeless
- Veterans
- Low income residents
- Elderly
- LGBTQ+
- Physically challenged individuals
- Mentally challenged individuals
- K-12 students
- Other vulnerable populations

Types of Events/Activities

- Health fairs
- Workshops
- Lectures / Panel discussions
- Field trips
- Training
- Conferences
- In the classroom as part of academic curriculum
- Housing and Residence Life programming

Highlights – For Students

- Culture Night events with food and discussion – 16 different countries
- 6th Spiritual Diversity Project – Interfaith discussion during Welcome Week
- Breaking Barriers – American Sign-Language courses
- Lunes De Latinos – monthly USI tours for prospective students in Spanish
- Culture is NOT a Costume discussion
- Diversity Dance – dance instruction from cultures around the world
- Understanding Disabilities/Disability Etiquette/Handicap This - discussions

Highlights – For Faculty and Staff

- Annual Wellness Fair
- Tri-State Safe Zone Training for LGBTQ+ advocates
- AAC&U Beyond Diversity Webinar: Confronting Racism and other Obstacles to Equity and Justice on Campus
- Cracking the Code – a conversation about race
- International Food Expo
- WOCA – Women of Color in the Academy

Highlights - Community

- Martin Luther King Jr Celebration
- 6th annual Veterans Administration (VA) Mental Health Summit
- Swi-STEM Girls Only (GO) STEM! Summer Camp
- Oral Health presentations at K-12 schools and other groups
- Volunteer Income Tax Assistance (VITA)
- 6th annual Homeless Symposium
- Engage Minority, Veteran, Disadvantaged and Women-owned businesses to provide goods and services to USI

“Building Community by Celebrating Diversity, Engagement and Service”

President Rochon’s recent and upcoming initiatives:

- Focus groups with students of color
- Focus groups with alumni of color
- Strong Start Summer Bridge Program
- EDIC – Equity, Diversity and Inclusion Council
- Campus Climate Survey

Questions?