

Division of Student Affairs

Indiana University Southeast

Diversity Action Plan

2007-2008

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Division of Student Affairs

Indiana University Southeast

Diversity Action Plan

Introduction

The Division of Student Affairs supports the mission statement of IU Southeast which notes its commitment to the "intellectual and social growth of students, to the cultural and economic well-being of Southern Indiana and the greater Louisville metropolitan region, and to the advancement of knowledge in the context of a global society." Creating a diverse campus in population, programming, and environment is essential to fulfilling this mission. Included in the definition of diversity are characteristics of age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, veteran status, and socio-economic status.

Goal 3 – Enhanced Diversity: IUS will strengthen and improve diversity in its programming, hiring, student recruitment, business practices, and outreach.

The Division of Student Affairs supports this goal through the efforts, programs and opportunities offered by the following departments within the Division of Student Affairs:

- Admissions
- Athletics & Intramurals
- Campus Life
- Career Services
- Financial Aid
- Mentoring Center
- Residence Life & Housing

This document contains the Diversity Action Plans of each of these departments.

Admissions

Indiana University Southeast

Diversity Action Plan

The mission statement adopted by the Office of Admission in 2004 states, “IU Southeast Office of Admissions serves the community by working to establish a strong and diverse student body by engaging and informing individuals and facilitating the admissions process to assist them in realizing their educational goals. Our commitment is visible through the relationships we build and the sincere service we provide.”

The Office of Admission will achieve this mission through the following initiatives:

1. Efforts will be made to increase the minority enrollment through increased recruitment efforts to targeted populations. These efforts will include a written Spanish brochure, advertising in Hispanic publications, and a minority-based open house program. Success will be measured in the number of participants in programs, and the minority number of prospects, applications, and admitted students for the Fall 2008 academic year. (Strategic objective 3.4.2 and 3.4.3)
2. Increase outreach to the local “international” organizations and immigrant communities, including an on-campus information session in Spanish for family members of prospective students. Success will be measured by the number of prospective students we serve, and ultimately and increase in international applications. (Strategic objective 3.4.2 and 3.4.3)
3. Visit high school and college English as a Second Language classes to recruit students. Success will be measured by the number of schools visited and the number of applicants from the respective schools. (Strategic objective 3.4.2)
4. Increase the visibility of the McPheeter’s scholarship and use this minority scholarship as an effective recruitment tool. Success will be measured by the number of African American students who are eligible for the McPheeter’s scholarship and the competition to award this scholarship. (Strategic objective 3.4.2)
5. Advertise in overseas college publications and in non-English newspapers to increase awareness of Indiana University Southeast. Success will be measured by the number of prospects we received from such publications. (Strategic objective 3.4.2)
6. Develop a recruitment event for First Generation College students, including an information session to explain the process of applying for college, college terminology, and applying for financial aid.

Athletics & Intramurals

Indiana University Southeast

Diversity Action Plan

Objective 3.1 of the strategic plan states that “Diversity and Equality will be among the guiding principles at IUS and will be the responsibility of the entire campus community.” The Athletic Department takes this charge seriously and has adopted the following goals:

- 1) The Athletic Department will increase the percentage of minority athletes by 5% annually (this reflects Strategic Plan Objective 3.1: Commitment-Diversity and equity will be among the guiding principles of IUS...).
- 2) The distribution of minority athletes across all sports will improve by having at least one minority athlete involved with each varsity team, the Red Edition and the cheerleading squad (this reflects Strategic Plan Objective 3.1: Commitment-Diversity and equity will be among the guiding principles of IUS...).
- 3) The department will work with the NAACP and campus minority organizations to both sponsor Equity and Diversity Day and to increase attendance at the Equity and Diversity Day game by 5% (this reflects Strategic Plan Initiative 3.3.4: The campus will review and coordinate current cultural activities featuring people of diverse and international voices and use these current activities as a foundation for an enriched program of diverse cultural programming...).
- 4) Open departmental positions, including part-time head coaching positions, will be broadly advertised to increase the minority applicant pool (this reflects Strategic Plan Initiative 3.4.11: IUS will increase the diversity of its professional and support staff to reflect the region it serves...).
- 5) The Intramural Director will contact all minority campus organizations to encourage participation in the intramural program (this reflects Strategic Plan Initiative 3.3.3: Student organizations representing diverse populations will be encouraged to actively participate in and create academic, cultural, and social activities that connect them to the campus at large).
- 6) The Intramural Director will tabulate 2006-07 minority participation by reviewing the waiver of tort forms. The number of minority participants will increase for 2007-08 by 5% (this reflects Strategic Plan Objective 3.3: Climate- IUS will improve the campus climate so that it reflects, respects and is inviting for a diverse campus community...).

All departmental staff will be asked to report on their efforts to help achieve these goals.

Campus Life

Indiana University Southeast

Diversity Action Plan

Campus Activities & Student Organization/Greek Life Advising

1. The Office of Campus Life has obtained resources related to diversity initiatives, (Strategic Plan 3.1.1):
 - *African American Fraternities & Sororities, The Legacy and the Vision*
 - *Diversity Works, The Emerging Picture of How Students Benefit*
 - *Making a Real Difference with Diversity, A Guide to Institutional Change*
2. The Associate Director of Campus Life participates on the Task Force for Enhancing Diversity (T-Fed), which is responsible for planning and implementing a Minority Student Graduation Celebration each spring. (Strategic Plan 3.1.1)
3. The Associate Director of Campus Life formed a Diversity Theme Committee, comprised of a diverse group of students, faculty, and staff. The 2007-08 themes selected for all areas of the campus to collaborate under include, (Strategic Plan 3.1.1):
 - SEPTEMBER - School Pride & Spirit
 - OCTOBER – Drug & Alcohol Awareness
 - NOVEMBER – Social Class Defined
 - DECEMBER – Holidays around the World
 - JANUARY – Religion & Spirituality
 - FEBRUARY – Celebration of Heritage (*including Black history month, Hispanic heritage, Native American, Asian and others*)
 - MARCH – Disability Awareness/Women’s History Month
 - APRIL – Sexuality & Self-Identity
 - MAY – Cancer Awareness
 - JUNE - Health & Wellness
 - JULY – Politics, Patriotism, & Citizenship
4. The Associate Director attended EEOC training in Fall 2007 for professional development. (Strategic Plan 3.3.2)
5. The Office of Campus Life is working with June Huggins, Mentoring, and Gloria Murray, School of Education, to bring Delta Sigma Theta, a traditionally African-American sorority to campus in Spring 2007. (Strategic Plan 3.3.3)
6. The Student Involvement Board (SIB) held their first meeting on September 11, 2007 with a theme of “Who Are You? Developing Identity”, as a tie-in to the Common Experience. (Strategic Plan 3.3.3)

7. The Associate Director will assist in leading SafeZone training on October 3, 2007. (Strategic Plan.3.4.4)
8. Most Registered Student Organizations (RSO's) representing diverse student populations participated in Big Red Fests during Orientation, Freshfusion, and Weeks of Welcome booths: Gay Straight Alliance, Multicultural Student Union, Phi Beta Sigma, Zeta Phi Beta, International Student Organization, among others. (Strategic Plan 3.3.4)
9. The Office of Campus Life has taken ownership of the Diversity Display Cabinet, located near the breezeway in University Center South. Staff decorate it according to the monthly diversity theme. (Strategic Plan 3.3.5)
10. The Student Program Council, as always, hosted Weeks of Welcome during both the day and evening hours, supporting all age groups and academic majors of our student population. Specifically, one of the many events focused on foods, dance, music, and ideas from a variety of cultures, "Around the World in Ninety Minutes". (Strategic Plan 3.3.5)
11. The Student Program Council will again offer the Children's Hour Series, providing family programs to our non-traditional aged students with children. (Strategic Plan per 3.3.5)
12. The Student Program Council and Office of Campus Life will co-sponsor the Aids Quilt Display in the Fall 2007. (Strategic Plan 3.3.5)
13. The Student Program Council and Campus Life will again coordinate reduced price ticket sales for Dracula at Actor's Theatre, enhancing the cultural experiences for IUS students (Strategic Plan 3.3.5)
14. The Student Program Council will again collaborate with International Programs on the International Festival, to be held on March 4, 2008. (Strategic Plan 3.3.5)
15. The Office of Campus Life will continue the tradition of decorating the main office to reflect Christmas, Hanukkah, and Kwanzaa during the holiday season. (Strategic Plan 3.3.7)

New Student and Leadership Programs

1. As a result of the Orientation CAS Review conducted in 2007, the Orientation Coordinating Committee will develop a program mission statement for Orientation consistent with Strategic Goal 3 and Initiative 3.1.4. (Strategic Objective 3.1 and Initiative 3.1.4)
2. The IU Southeast Scholars program, funded by a Lumina Grant, will serve as an academic support service for 21st Century Scholar students. In an effort to recognize these students for their academic achievements, the IU Southeast Scholars program shall colonize a chapter of the Chi Alpha Epsilon (XAE) Honor Society, Inc. The purpose of XAE shall be to acknowledge the success of students in academic development programs and those students admitted to college through non-traditional criteria

and to create a social network for its members. (Strategic Objectives 3.2 and 3.4 and Initiatives 3.2.5 and 3.4.4)

3. The Office of Campus Life shall continue to discuss diversity during staff retreats and bi-monthly meetings. As a result, Campus Life staff will develop program goals in line with the Strategic Plan Goal 3. (Strategic Objective 3.3 and Initiative 3.3.1 in the IUS Strategic Plan of 2005-09)
4. The coordinator for Orientation and Leadership attended Safe Zone training in fall 2007 for professional development, per Initiative 3.3.2. In addition, the coordinator for Orientation and Leadership will seek out sessions related to diversity at the 2007 National Orientation Directors Association Conference. (Strategic Objective 3.3 and Initiative 3.3.2)
5. The members of Chi Alpha Epsilon Honor Society will be encouraged to attend activities and events within the campus community, such as Big Red Fest during Orientation, Student Leadership Conference, Student Recognition Reception, etc. In addition, Orientation Leaders will actively assist with the recruitment of a diverse Orientation Leader team. Orientation Leaders are a diverse group of students responsible for assisting new students with their transition to IU Southeast. (Strategic Objective 3.3 and Initiative 3.3.3)
6. The coordinator for Orientation and Leadership provides leadership training to middle school and high school students visiting the IU Southeast campus. These students are often from programs serving first-generation and minority groups. (Strategic Objective 3.4 and Initiative 3.4.3)
7. The Mentoring Center, Multicultural Student Union, Adult Student Center, and Gay Straight Alliance typically attend Big Red Fest during New Student Orientation to promote their services to incoming students. (Strategic Objective 3.4 and Initiative 3.4.4)

Volunteer Programs

1. Volunteer Programs is committed to building a program which reflects, supports, and educates a diverse community, not only on this campus but throughout the Southern Indiana and Greater Louisville Metro Region. (Strategic Objective 3.1)
2. Volunteer Programs will create a system to track students who participate in volunteer activities to document statistics regarding the diversity of this group and agencies/causes served. (Strategic Objective 3.1, Initiatives 3.1.2, 3.1.4)
3. Volunteer Programs, through the Volunteer Incentive Program, will continue to support students who participate in volunteer projects that emphasize diversity. (Strategic Objective 3.1, Initiative 3.1.1)
4. Volunteer Programs will work with faculty to create service-learning opportunities which reflect student coursework. (Strategic Objective 3.2, Initiative 3.2.3)
5. Volunteer Programs will continue to expand the number of programming opportunities for the campus community which reflect the globalized world we live in. (Strategic Objective 3.3, Initiatives 3.3.3, 3.3.4, 3.3.5, 3.3.8)

6. Volunteer Programs will seek out and build relationships with community organizations who are dedicated to creating a diverse and welcoming community for all. (Strategic Objective 3.3)
7. Volunteer Programs will promote community events and organizations which work with diverse populations. (Strategic Objective 3.3, Initiatives 3.3.4, 3.3.5)

Non-Traditional Student Services and Adult Student Center

- 1) Adult Student Center (ASC) professional will continue to actively participate in the Common Experience endeavors, which focuses on identity development and diversity this year, playing a key role in marketing the initiative during Orientation, Freshfusion and Map Your Course events on campus. (Strategic Objective 3.1, Initiative 3.1.1, 3.1.3, and Strategic Objective 3.3, Initiative 3.3.4, 3.3.5)
- 2) The ASC professional serves on the Chancellor's Advisory Council on Diversity. (The committee works on all of Goal 3)
- 3) The ASC professional serves on the Floyd and Clark counties' Domestic Violence Task Force and volunteers with Hospice & Palliative Care of Southern Indiana. (Strategic Objective 3.4, Initiative 3.4.4)
- 4) ASC staff will incorporate and celebrate this year's diversity themes as put forth by the Diversity Leadership Triangle. (Strategic Objective 3.1, Initiative 3.1.1, and Strategic Objective 3.3, Initiative 3.3.4, 3.3.5, 3.3.7)
- 5) ASC will continue to collaborate with the International Student Organization as the host for Global Grounds coffee hour. In addition, this program will incorporate speakers from different parts of the world to lecture on their culture. (Strategic Objective 3.1, Initiative 3.1.1, and Strategic Objective 3.3, Initiative 3.3.4, 3.3.5, 3.3.7)
- 6) The ASC collaborates with the Children's Center and SPC to host diversity events such as "Around the World in 90 Minutes" during WOW Week. (Strategic Objective 3.1, Initiative 3.1.1, and Strategic Objective 3.3, Initiative 3.3.4, 3.3.5, 3.3.7)
- 7) ASC staff will continue to attend diversity workshops such as Safe Zone and Sexual Harassment in the Workplace. (Strategic Objective 3.3, Initiative 3.3.2, 3.3.3)
- 8) The ASC professional coordinates Non-Traditional Student Recognition Week in November. (Strategic Objective 3.1, Initiative 3.1.1, and Strategic Objective 3.3, Initiative 3.3.4, 3.3.5, 3.3.7)
- 9) The ASC staff coordinates the reception, advises, and inducts Non-Traditional students into the Pinnacle Honor Society each spring. (Strategic Objective 3.1, Initiative 3.1.1, and Strategic Objective 3.2, Initiative 3.2.5)

10) The ASC staff coordinates programming for Indiana Campus Sexual Assault Prevention Project of the Communities Against Rape Initiative. (Strategic Objective 3.4, Initiative 3.4.4)

Children's Center

- 1) The IUS Children's Center will actively support university-led diversity initiatives and programs by incorporating diverse programs into the center's curriculum. (Strategic Objective 3.1)
- 2) Diversity is a part of the IUS Children's Center's assessment program. (Strategic Objective 3.1 and Initiative 3.1.4)
- 3) IUS Children's Center staff and those children in attendance are expected to participate in; when, appropriate, events and activities which emphasize diversity, through programs/events and lessons done at and for the Children's Center. Cultural Awareness is always sought for whatever activity done at the Children's Center. (Strategic Objective 3.3)
- 4) The IUS Children's Center will reflect the university's goal of having a climate that that reflects the high value IUS places on diversity, equity, and global awareness. (Strategic Objective 3.3)
 - *Themes of diversity covered at the IUS Children's Center yearly:
 - September: All About Me
 - December: Holidays Around the World
 - February: Black History Month
 - July: Politics, Patriotism, Citizenship
 - *Themes from the Campus Life Retreat that will be incorporated into the curriculum of the IUS Children's Center:
 - March: Disability Awareness
 - June: Health & Wellness
- 5) Along with the university's plan to review and coordinate current cultural activities, the IUS Children's Center will continue to incorporate into its curriculum and/or attending activities that feature diverse populations and their culture. (Strategic Objective 3.3/Initiative 3.3.4)
- 6) As the IUS Children's Center organizes social and holiday events on campus, the Children's Center will continue the university's focus on diversity. (Strategic Objective 3.3/Initiative 3.3.7)

Career Services

Indiana University Southeast

Diversity Action Plan

- 1) The mission statement adopted by Career Services states, “Career Services provides students and alumni with diverse opportunities for career exploration, clarification, and professional growth,” and, “The office also provides employers access to a diverse population of professionally prepared students and alumni.” This is consistent with Strategic Goal 3 and Objectives 3.1 and 3.2 in the IUS Strategic Plan 2005-09.
- 2) Career Services staff will actively support university-led diversity initiatives and programs. (Strategic Objective 3.1 in the IUS Strategic Plan 2005-09)
- 3) Current courses offered by Career Services are expected to address some aspect of diversity. (Strategic Objective 3.2 and Initiatives 3.2.2 in the IUS Strategic Plan 2005-09)
- 4) Career Services will continue to support students who participate in extracurricular and co-curricular activities that emphasize diversity. (Strategic Objective 3.2 and Initiative 3.2.3 in the IUS Strategic Plan of 2005-09)
- 5) Staff members are expected to participate in and, when appropriate, lead programs, events, and activities which emphasize diversity (Strategic Objective 3.3 in the IUS Strategic Plan 2005-09)
- 6) Career Services will actively pursue employment practices that will enhance the diversity of its staff. (Strategic Objective 3.4, Initiatives 3.4.11; 3.4.12; 3.4.13 in the IUS Strategic Plan 2005-09)
- 7) This plan will be updated/changed as necessary based upon progress in achieving its goals and its consistency with the current IUS Strategic Plan. (Strategic Objective 7.3 in the IUS Strategic Plan 2005- 09)

Financial Aid

Indiana University Southeast

Diversity Action Plan

1. Per Initiative 3.4.5 of the strategic plan, IUS will seek to increase scholarships and other financial aid opportunities for underserved student populations (Strategic Objective 3.4 and Initiative 3.4.5).
 - a. Over the next year (07/08) Financial Aid will work with the development office to seek contributions for minority based scholarships.
 - b. During the 07/08 award year, the Financial Aid Office received an increase in the general fund allotment for scholarships. As a result, our minority scholarship was increase by \$20,000. Additional funds will be redistributed for a newly created high achieving minority scholarship for the 2008/2009 award year.
2. The Financial Aid Office is redesigning the scholarship listing on our website. The new scholarship search function will enable students to search for scholarship based on various criteria. One of which is the ability to search for minority based scholarships. (Strategic Objective 3.4 and Initiative 3.4.5).

The Financial Aid Office will contact high schools to offer services for financial aid nights. We will contact schools that serve underrepresented populations. (Strategic Objective 3.4 and Initiative 3.4.3).

Mentoring Center

Indiana University Southeast

Diversity Action Plan

Initiative 3.2.5: IUS will investigate increasing specialized academic support for non-traditional, minority, and international students in order to promote their overall academic success.

- The Center for Mentoring has developed the Access To Success Program to assist non-traditional students such as minority students, adults, and Twenty-First Century Scholars during their first year transition from high school or work to IUS successfully. The program includes these components:
 - Peer Mentoring—30 trained Peer Mentors serve a population of 60 students
 - Collegiate Summer Institute(CSI) –An early awareness summer program to educate and prepare students for their first year experience
 - Support and provide opportunities for participation in activities and events through the Center for Mentoring during the students first year
- The Center for Mentoring provides academic seminars where students are invited to meet, gather information, and ask questions of the Deans from various academic departments at IUS. These sessions are held during the fall and spring of the academic year
- The Center for Mentoring provides a Mid-Term Review for non-traditional freshmen students
 - A targeted group of freshmen students including minority students, Twenty-First Century Scholars, and adults are sent course progress reports and encouraged to meet with their professors to review their mid-term grades
 - Students are invited to attend a meeting with advisors, discuss the Early (priority) Registration process and sign up for appointments
 - A letter is sent to students with important dates and academic support services available to students at IUS

Initiative 3.3.3: Student organizations representing diverse populations will be encouraged to actively and publicly participate in and create academic, cultural, and social activities that connect them to the campus at large.

- The Center for Mentoring received a Lumina Foundation for Education Grant with the stipulation to work with Twenty-First Century Scholars. In collaboration with the Office of Campus Life we developed the IU Southeast Scholars Program with three primary components to serve this student group. One of the components involves participation in a student organization.
 - The Student Leadership component includes an opportunity for Twenty-First Century Scholars to participate in the Chi Alpha Epsilon National Honor Society for under-represented students. IUS is one of three chapters in the state of Indiana. The charter chapter for IUS is Epsilon Iota and was founded this fall 2007.

- The Center for Mentoring and the Dean of the School of Education are attempting to start a charter chapter of Delta Sigma Theta here at IUS. Delta Sigma Theta is a historically African American female sorority.

Initiative 3.3.7: In organizing social and holiday events on campus, IUS will continue to encourage focus on the richness of diverse viewpoints.

- The Center for Mentoring sponsors social and holiday events to promote diversity among students, faculty, and staff at IUS.
- The Center for Mentoring sponsors four events during the academic year including the following:
 - Minority Student Reception early in the fall semester
 - Holiday Celebration representing diverse cultures
 - Spring Student Recognition Luncheon to acknowledge student successes
 - Minority Student Graduation Reception held prior to commencement

Initiative 3.4.3: IUS will increase the enrollment and retention of a diverse student population to be reflective of the counties it serves.

- The Center for Mentoring’s Director serves on the Multicultural Outreach Council for the Community Foundation of Southern Indiana for the purpose of future collaboration to enhance services for under-represented students.
- The Center for Mentoring collaborates with the Neal-Marshall Alumni (an African-American Association at IUS). Members serve as mentors and the organization provides the Neal-Marshall Alumni Scholarship.

Initiative 3.4.4: IUS will strengthen its retention efforts for under-represented students through activities. The campus will increase opportunities for diverse student populations to meet each other in academic, co-curricular, and social activities.

- The Center for Mentoring provides an array of programs and events (14) during the academic year that includes academic, social, and personal development for students enrolled at IUS:
 - Mentoring Program with university faculty, staff, and alumni serving as mentors
 - Access To Success Program with peer mentors serving minority students, adults, and Twenty-First Century Scholars
 - IU Southeast Scholars Program—a two year Lumina Foundation for Education Grant designed to serve Twenty-First Century Scholars
 - Alliance of Minority Brotherhood—a program designed to assist African American males enrolled at IUS
 - The Center for Mentoring sends communications to inform and engage students enrolled at IUS during the academic year

Residence Life & Housing

Indiana University Southeast

Diversity Action Plan

Residence Life and Housing makes all assignments without regard to race, sexual orientation, religion or national origin and rejects all requests for changes of assignments based upon these reasons. *Goal 3*

Residence Life and Housing will recruit and select staff that are representative of the diverse student population of IU Southeast. *Strategic Objective 3.1, 3.4*

Residence Life and Housing will engage students meaningfully and intentionally in programming that encourages students to consider the diverse range of viewpoints represented both locally, nationally, and internationally. *Strategic Objective 3.2, 3.3*

Residence Life and Housing will affirm an attitude and climate that appreciates diverse views, opinions, lifestyles, and preferences of our campus community. This will be supported through our Residence Hall statement of Rights and Responsibilities as a member of the community. *Strategic Objective 3.3*