



# Diversity News

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## Welcome

Welcome to the first edition of **Diversity News**. Communication is one of the key tools of coalition building and movements for social change. Dialog and self-reflection are critical components of communication. ISU's pursuit of equity and inclusion requires attention on shared learning and awareness building.

In that spirit, the **Office of Diversity** is launching this quarterly newsletter. The newsletter is a vehicle to share information about campus diversity initiatives. I will also utilize the newsletter as my opportunity to reflect on the direction of the **Office of Diversity** and to foster dialog with the campus community as you read and react to information.



**Dr. Mary Ferguson,**  
Director of Diversity

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## Office of Diversity Staff Profiles



**Monique Mosley**  
Administrative Assistant

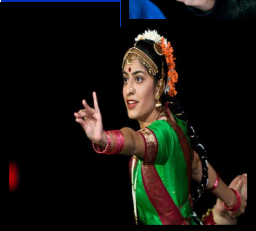
Monique is a graduate of Wayne State University in Detroit and obtained her master's degree at ISU. She is playwright and avid supporter of theater. Monique's work and student experience at ISU are tremendously valuable to the Office of Diversity. She serves as historian of the office, and hers is the first voice or face most people encounter in interactions with the office.

**Phani Krishna Koduru**  
Graduate Assistant &  
Web Co-coordinator



Phani is a first year graduate student in the computer science program at ISU. He joined the office in January of this year. With a bachelor's degree in technology, Phani is able to design and maintain the Office of Diversity and Council on Diversity web sites as well as conduct data gathering and generate reports for the office.

# A year in review



To enhance the visibility of diversity on the ISU campus



Jeff Lorick (above) & Jeff Johnson (below) spoke at the Black Leadership Conference.



My task for this inaugural column from the Office of Diversity is to summarize my first nine months on the job. It is important to put these tasks in context so I will also share background on the value and impact of diversity in higher education first.

Diversity in higher education is more than the presence or absence of people of differing identities (racial, ethnic, national origin, age, gender, sexual orientation, ability, spiritual beliefs, or social class). The goal of “diversity” is not to achieve some perfect formula for the composition of the student body or faculty.

Equity and inclusion are what diversity efforts promote. The goal of achieving a diverse campus is to engage with diverse individuals, perspectives, and experiences. Research on diversity in higher education suggests “[inclusive excellence](#)” as a description for engaging across differences in pursuit of learning.

There are benefits to education in an environment of inclusive excellence. Diversity in the classroom promotes cognitive growth. Complex thinking skills, intellectual and social self-confidence, and openness to challenge flourish in classrooms of diverse students. Learning outcomes are impacted by diverse faculty and their distinctive pedagogy. Diversity of students and faculty broadens the range of what is taught and how it is taught. Students are more prepared for participation in a democratic and diverse society; they are better

positioned for careers in a diverse and global marketplace. [The Campus of 100](#) provides representation of dimensions of diversity present on this campus.

In July 2009 I identified two priorities for the year: to enhance the **visibility** of diversity on the ISU campus and to **support access and success** for groups historically underrepresented in higher education in the student body, staff, faculty, and administration.

The [Office of Diversity](#) and [Council on Diversity](#) web sites maintained by this office are valuable tools for creating visibility. They have been upgraded and enhanced.

The Office of Diversity has a history of granting financial support to [diversity events initiated by student organizations](#), and [funding continues](#). Ten events supported by student mini-grants have already occurred. Four more events are scheduled for April.

In my first semester on the job, new ideas emerged to add prominence to diversity, equity, and inclusion at ISU. A [diversity events calendar](#) is operational, and we are working with campus partners to develop a historical diversity timeline of ISU.

[Faculty diversity research mini-grants](#) were recently made to Cindy Crowder, Gerardo Cummings, Mary Howard-Hamilton, Debra Israel, and Lisa Phillips. All will present on their research at a Diversity Research Symposium hosted by ISU on November 6. Ball

State University hosted a similar symposium last fall and is cooperating with ISU to deliver the next conference.

[Employee affinity](#) groups are being organized. An affinity group is a group of people who share interests, issues, and a common bond and offer support for each other. These outcome based groups provide benefits to their members and to the University.

Diversity beyond the campus in Terre Haute and the Wabash Valley and around the state of Indiana is the focus of other endeavors by the Office of Diversity. I am working to catalyze connections between diversity officers from campuses across Indiana. My desire is to also link with corporate and community partners in dialog and cooperative action on equity and inclusion. Already I am working with the City’s Human Relations Commission and its Director Jeff Lorick.

Increasing access and success in employment and in enrollment and graduation for underrepresented groups is the second priority of the Office of Diversity. This charge is manifest in individual and institutional level actions.

Faculty members have welcomed me into classrooms for work with students. Students with an interest in equity and inclusion are also referred to me by faculty. The Blumberg Center, the McNair Graduate Opportunity Program, and International Programs and Services staff are natural allies.

# Cont. Year in review

United Campus Ministries, Public Safety, and Residential Life have incorporated the Office of Diversity into their awareness building activities. A vendor diversity initiative with the Business Office and Purchasing is being developed.

Finally *The Pathway to Success* (ISU's Strategic Plan) provides a platform for addressing institutional access and success. The Office of Diversity is working with goal and initiative chairs to highlight the explicit and implicit ways that diversity, equity, and inclusion issues impact the plan. Recommendations from the 2009 Council on *Diversity Annual Report* are already being pursued with a study of the search process for faculty and EAP openings that will conclude in May.


While the strategic plan provides some direction for the next four years, the Office of Diversity is open to your requests, ideas, and suggestions. With a strong alignment between the Office of Diversity, Office of Affirmative Action, Council on Diversity, and strategic planning initiatives ISU can become a model of inclusive excellence.

## SAVE THE DATE !



# NOVEMBER 6

## Diversity Research Symposium

Exploring diversity research and writing  
across the disciplines  
at Indiana State University




Sponsored by the  
Office of Diversity,  
Indiana State  
University in  
cooperation with  
Ball State  
University

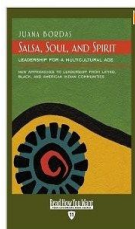



# Recommended readings

Juana Bordas' *Salsa, Soul and Spirit: Leadership for a Multicultural Age*

Published by Berrett-Koehler Publishers, Inc. in 2007

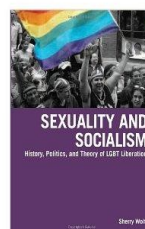
Ms. Bordas will be on campus April 20th and will speak and autograph books at Human Rights Day.



Sherry Wolf's *Sexuality and Socialism: History, Politics, and Theory of LGBT Liberation*

Published by Haymarket Books in 2009

Ms. Wolf spoke on campus during October 2009 sponsored by Advocates for Equality, the LGBT activist organization at ISU, and the Student Government Association. Co-sponsors for the event include ISU Women's Studies Program, The General Education Program, and the Center for Public Service and Community Engagement.



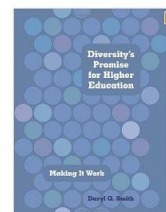
Daryl Smith's *Diversity Promise for Higher Education: Making it Work*

Published by Johns Hopkins University Press in 2009

Review in Teachers College Record on February 1, 2010

<http://www.tcrecord.org>

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The mission of the ISU Office of Diversity is to promote the climate, competencies and connections that enhance the lives of all our students, staff, faculty and administrative personnel as well as others who live in the greater Terre Haute community. The ISU Office of Diversity, working in conjunction with the President's Council on Diversity, advocates for practices, programs and policies that model equity and lead to multicultural excellence.

Diversity is understood as the spectrum of human differences including racial identity, ethnicity, gender identity and expression, age, socio-economic status, national origin, sexual orientation, ability and spiritual beliefs. A focus on diversity can both spotlight the uniqueness of our identities and create opportunities for interaction, dialogue and analysis that build community.

## Upcoming Conference & Events

- |                                   |   |
|-----------------------------------|---|
| June 1—5, 2010                    | 23rd Annual National Conference on Race and Ethnicity in American Higher Education (NCORE) sponsored by The University of Oklahoma National Harbor, Maryland, <a href="http://www.ncore.ou.edu/NCORE2010.html">www.ncore.ou.edu/NCORE2010.html</a>  |
| June & July, 2010                 | ASHE Institutes on Equity and Critical Policy Analysis<br>The goal of the ASHE Equity Institutes is develop greater responsiveness to the ongoing problems of racial and ethnic inequality in higher education. The 2010 Institutes feature research, publishing and analytical workshops to encourage participants to integrate critical perspectives and diversified research methods in their own scholarship and practice as it relates to addressing postsecondary racial and ethnic equity issues. <a href="http://www.usc.edu/dept/education/ASHE/index.html">www.usc.edu/dept/education/ASHE/index.html</a> |
| August, September & October, 2010 | Women's Leadership in Challenging Times: Leveraging Responses for Renewal Sponsored by the Higher Education Resources Services (HERS Institute) University of Denver <a href="http://www.hersnet.org/documents/2010DenverInstitute3-10-10B.pdf">www.hersnet.org/documents/2010DenverInstitute3-10-10B.pdf</a>   |
| September 18-20, 2010             | Championing Hispanic Higher Education Success: Expanding Opportunities in Challenging Times sponsored by the Hispanic Association of Colleges and Universities, 24th Annual Conference in San Diego, CA <a href="http://www.hacu.net">www.hacu.net</a>  |
| September 23-25, 2010             | Facing Race 2010 sponsored by the Applied Research Center in Chicago, IL <a href="http://www.arc.org/content/blogcategory/63/203">www.arc.org/content/blogcategory/63/203</a>   |