

PRESIDENT'S COUNCIL ON INCLUSIVE EXCELLENCE

12TH ANNUAL REPORT



INDIANA STATE
UNIVERSITY

Introduction

The 2020 President's Council on Inclusive Excellence update represents the 12th year of diversity, equity and inclusion reporting. The Office of Equity, Diversity and Inclusion (EDI) works collaboratively with members of the Council that includes representatives of the faculty, staff, students, affinity groups, and the local community. The Council promotes equal opportunity planning and implementation of strategic objectives. The annual report highlights progress, as well as areas that require attention with a focus on student enrollment, retention and graduation, as well as enhancement of the workforce. Indiana State University (ISU) attracted students from varied backgrounds, particularly during the COVID-19 pandemic. Similar to most institutions, ISU confronted challenges as a result of the epidemic; however, administrators, faculty and staff joined together to ensure that students enjoyed a safe on-campus experience in spite of the extenuating circumstances. The university's recent strategic planning tactics and leadership emphasize student retention and completion to enable ALL students' equitable access and equal opportunities.

The Advancing Inclusive Excellence Action Plan was presented to the campus September 15, 2020. The President's Council on Inclusive Excellence and the University administration, governance groups and many others have been engaged in important work, on behalf of Indiana State University, to address the areas highlighted in the action plan.

Council members worked diligently to oversee responsibilities in their various areas, colleges and departments, in addition to their role as Council representatives. Their public service includes assisting students enrolled in distance education, residential and remote education, and members of the workforce in areas across the campus community. Committees were established to highlight the extensive cross-sectional backgrounds of the Council members. Gathering several times as a group via Zoom, the Council captured perspectives of students, faculty and staff, aligning the actions and recommendations in the plan with established goals and objectives.

The Council collaborates, regularly, with offices and organizations across ISU, designed to serve varied populations, including but not limited to the Charles E. Brown African American Cultural Center, Black Faculty and Staff Caucus, Career Center, Human Resources, Multi-Cultural Programming, the Center for Global Engagement, the Disability Services Advisory Committee, the Asian Pacific Islander Caucus, Veteran Services, various resource centers within Student Affairs such as the Women's Resource Center, Hispanic Organization for Leadership & Advocacy (HOLA), and the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Caucus and faculty and staff nominated by the Faculty Senate, Staff Council and Student Government Association (SGA), the Center for Teaching Excellence, etc.

The Associate Vice President for Inclusive Excellence and Strategic Initiatives has also collected strategies, actions and progress reports from members of the President's Cabinet: Athletics, General Counsel, Government Relations/University Communications, Finance and Administration, Human Relations, Student Affairs, University Advancement, and University Engagement. Monthly meetings of the Council are conducted, consistently, in an effort to combine multiple perspectives in planning and implementing strategic activities to meet the goals and objectives of Advancing Inclusive Excellence.

I am thankful for the leadership of President Deborah Curtis, Provost Mike Licari, as well as the commitment of the members of the President's Council on Inclusive Excellence.

R. Johnson

Associate Vice President for Inclusive Excellence and Strategic Initiatives

Statutory Requirements

COUNCIL ON INCLUSIVE EXCELLENCE

The Council on Inclusive Excellence serves as the University's diversity committee as required by Indiana law (IC 21-27-5-4). The Council is charged to:

1. Review and recommend faculty employment policies concerning diversity issues;
2. Review of faculty and administrative personnel complaints concerning diversity issues;
3. Make recommendations to promote and maintain cultural diversity among faculty members; and
4. Make recommendations to promote and maintain retention of minority students.

Council membership is appointed by the President and consists of representatives of the faculty, staff, undergraduate and graduate student populations, the local community, and representatives from each of the four ISU affinity groups (Asian Pacific Islander Caucus, Black Faculty and Staff Caucus, Hispanic Organization for Leadership and Advocacy (HOLA), and the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Caucus and faculty and staff nominated by the Faculty Senate, Staff Council and Student Government Association (SGA).

Annually, the Council provides a report to the Board of Trustees about its work in the prior year.

Members of the President's Council on Inclusive Excellence

The 2020 Members of the President's Council on Inclusive Excellence include:

2020 MEMBERS OF THE PRESIDENT'S COUNCIL ON INCLUSIVE EXCELLENCE

Category of Appointment	Name
Faculty Representative	Andrea Arrington
Faculty Representative	Szufang Chuang
Staff Representative	Maria Ugarte
Staff Representative	Tradara McLaurine
Undergraduate Student	Kina Franklin
Graduate Student	Jhansi Chagalakonda
Community Representative	Jordan Lough, Terre Haute Human Relations Commission
Student At-Large Representative	Rebecca Marquez
Student At-Large Representative	Gabrielle Yowell
At-large Representative	Daniel Parmer
At-large Representative	Laura Froelicher
At-large Representative	Melissa Gustafson
Asian-Pacific Islander Affinity Group Representative	Qihao Weng
Black Faculty and Staff Affinity Group Representative	Chavez Phelps
Hispanic Organization for Leadership and Advocacy (HOLA) Affinity Group Representative	Theresa Ortega
Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Affinity Group Representative	Michael Jackson
Ex-Officio	Rana Johnson, Associate Vice President for Inclusive Excellence and Strategic Initiatives
Ex-Officio	Sumalayo Jackson, Assistant to the President for Human Relations
Ex-Officio	Tami Weinzapfel-Smith Interim Executive Director, Human Resources
Ex-Officio	Stephannie Gambill, Director of Equal Opportunity and Title IX Coordinator
Ex-Officio	Dianne Powell, Associate Director, University Communication

Members of the President's Council on Inclusive Excellence represent a variety of constituents from across the university community (undergraduate and graduate students, faculty, staff and a citizen from the Terre Haute community). The group meets monthly to discuss strategic planning, share resources and identify best practices, both internal and external to the ISU community. The Council met consistently from October 2019 - December 2020, with the exception of March, due to the Covid-19 pandemic. Each meeting in 2019-20 included a Culture of Inclusive Resources. Information and materials were introduced by Committee members from varied departments. Members shared information from the following college/department:

- October: Career Center
- November: Honor's College
- December: Equal Opportunity and Title IX
- January: Public Safety Department
- February: Center for Global Engagement (CGE)
- March: Meeting canceled because of Covid-19 pandemic
- April: Check in and updates related to Diversity, Equity and Inclusion from departments/colleges/service areas
- September: Council members received charge from President Deborah Curtis
- October: Welcome from Provost Mike Licari/Advancing Inclusive Excellence Action Plan Discussion
- November: Special Presentations and Updates from the General Counsel, HOLA, Office of Residential Life
- December: Short and Long Term Goals & Strategies – Advancing Inclusive Excellence Action Plan

The President's Council on Inclusive Excellence addresses all statutory requirements, as required by Indiana law (IC 21-27-5-4), through their leadership. The Advancing Inclusive Excellence action plan, as well as the revised Indiana State University Strategic Plan, will further assist the Council with promoting and maintaining cultural diversity among faculty members and promoting the retention of minority students.

Meeting Notes: <https://www.indstate.edu/inclusive-excellence/council/meeting-notes>

PRESIDENT'S COUNCIL ON INCLUSIVE EXCELLENCE

Academic Year 2019-20 Indiana State University Committee Report July 23, 2020



Committee members were introduced to multiple Equity, Diversity and Inclusion Resources in 2019-20:

- During each meeting a Culture of Inclusive Resources were highlighted:
 - October: Career Center
 - November: Honor's College
 - December: Equal Opportunity and Title IX
 - January: Public Safety Department
 - February: Center for Global Engagement (CGE)
- Discussed the development/provided recommendations, for the 2019 Inclusive Excellence Report
- Dialogue regarding the ISU Definition of Inclusive Excellence
- Discussion of Campus-wide Listening Sessions
- Introduction to the SREB Doctoral Scholars Program to address Faculty Diversity at ISU
- Inaugural Advancing Inclusive Excellence: Dialogue of Generational Leadership – Cultural Journeys & Integration in Indiana
- November 2019 President's Council on Inclusive Excellence Award Ceremony Committee Members Selected Award Recipients
- Professional Development: 2020 Culturally Relevant Pedagogy Workshops-Scheduled Themes:
 - January: Inaugural Opening Ceremony
 - February: Black History Month – African American Cultural Center
 - March: Disability Awareness/Women's History Month – Center for Teaching/Learning
 - April: Sexual Assault Awareness Month (Cancelled due to COVID-19)
 - Inaugural Indiana State University Juneteenth Celebration – Participation of Council Members

Affirmative Action Goals

As a federal contractor, ISU is required to comply with affirmative action requirements consistent with Executive Order 11426 and the implementing regulations. During October and November 2020, the Office of Human Resources, the Office of the General Counsel, and the Office of Diversity, Equity, and Inclusion worked diligently to produce this year's affirmative action analysis. The analysis was presented to the Council at its November 20, 2020 meeting.

Affirmative action obligations require federal contractors to take affirmative steps to ensure equal opportunity in employment, with a focus on women, minorities, persons with disabilities, and protected veterans. In general, the annual affirmative action analysis includes a statistical comparison of the federal contractor workforce and the availability of women, minorities, individuals with disabilities and protected veterans for particular job groups for that year. Based on the analysis, goals are set for particular job groups for the coming year. Each year, ISU also analyzes whether or not the prior year's goals were achieved.

The Associate Vice President for Inclusive Excellence and Strategic Initiatives serves as the ISU Equal Employment Opportunity Coordinator and has primary responsibility for implementing, directing, and monitoring compliance with affirmative action requirements. This year, ISU analyzed this information as of October 1, 2020. The analysis included all non-student employee positions, separated into job groups containing similar positions. Because of Covid-19 and other budgetary challenges, progress toward the 2019 goals was limited. Below is the 1-year review. Additional goals will be established for 2020-21.

2019 Affirmative Action Goals

Job Group	Female	Minority
2A-Professors	Achieved	
2D-Instructors		Not Achieved
2E-Lecturers		Not Achieved
2K-IT Professionals		Substantially Achieved
5B-Administrative Support Workers		Achieved

Source: Indiana State University Human Resources

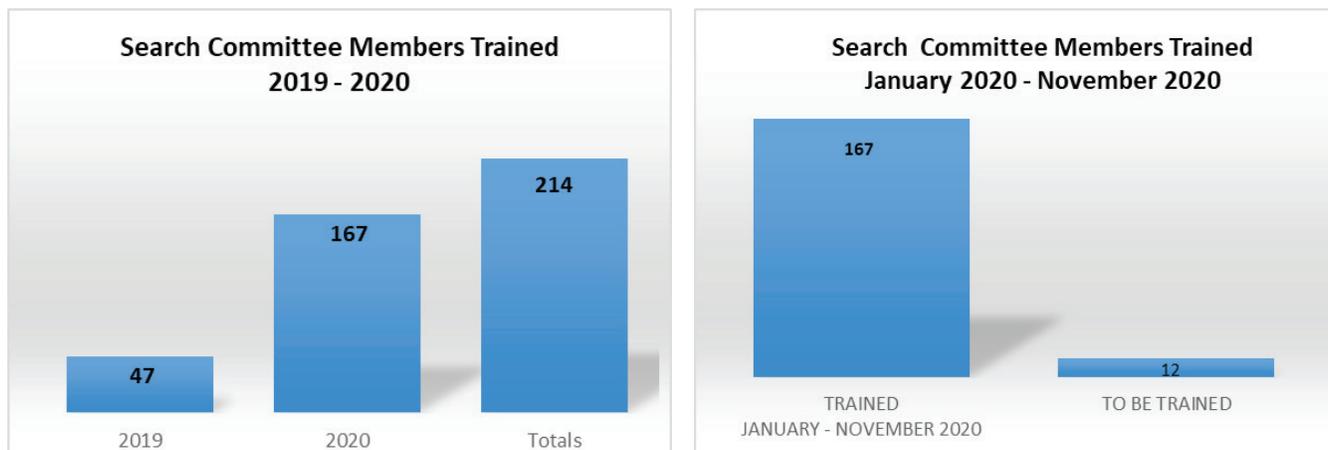
The Office of Equity, Diversity and Inclusion (EDI) significantly enhanced the search committee training process, which addresses issues of bias and discrimination in the hiring process. Search committee training is now mandatory for all who participate as search committee members.

ISU established 2020 goals to increase the number of women who serve ISU as full professors, in technical and paraprofessional positions, and staff. Goals have also been created to increase the number of minorities who serve as instructors (full-time, non-tenure track faculty), part-time lecturers, and student service assistants or specialists. Moreover, ISU continues to develop goals to increase the number of self-identified individuals with disabilities in most job groups, but fell short of the goal to employ self-identified protected veterans.

For each of the 2020 goals, ISU has committed to conduct specific outreach and recruitment efforts to increase the number of women, minorities, persons with disabilities, and protected veterans, to document those initiatives, and to assess their effectiveness. In addition, the Office of Equity, Diversity and Inclusion, HR and the ISU Office of the General Counsel will conduct a review of hiring and promotion processes to determine if there are barriers to employment that should be removed, or if adverse impacts on particular groups are identified- that signal a potential concern.

Special Note: The affirmative action analysis is an internal document developed for Human Resources, the Office of Equity, Diversity and Inclusion and the ISU Office of the General Counsel. It is specifically tailored to meet federal compliance requirements, and should not be considered ISU's overall diversity, equity, and inclusion plan. Rather, the affirmative action analysis provides a starting point to assess current hiring, retention and promotion information and to focus ISU's efforts to increase outreach and recruitment, identify retention challenges, and ensure that equal opportunity exists in ISU's policies and practices.

Search Committee Training



Source: Indiana State University Office of Equity, Diversity and Inclusion

The AVP for Inclusive Excellence and Strategic Initiatives reviewed and enhanced the ISU search committee trainings to include a process aligned with cultural competency, inclusive excellence, and implicit bias. The revised search committee trainings include a process that encourages search chairs, as well as search members to provide an intentional focus on women, persons with disabilities, persons of color and veterans. The number of members participating in search committee trainings increased from 47 in 2019, to 167 in 2020. As of November 2020, a total of 214 individuals are confirmed as having completed the training session. Moving forward, 100% of search committee members will participate in the enhanced training, and will be part of the overall effort to achieve the ISU affirmative action goals. An example of the agenda that highlights Best Practices for Search Committee Trainings can be found below:

OVERVIEW OF BEST PRACTICES

- **Definitions**
- **History of Affirmative Action**
- **Process & Preparation for Searches**
 - Search Plan
 - Advertisement
 - Committee Selection
 - Screening of Applicants
 - Interviewing
 - Identification of Candidates
 - Record Keeping
 - After the Search
- **Changing Demographics**

ISU Faculty and Staff Employment

Faculty and staff are the foundation of the ISU community. Not only do they benefit the student academically, but also support student engagement, retention and graduation initiatives that prepare students for life in graduate school, as well as the workforce. Multiple perspectives are essential to the students' graduate and career preparation whether in the United States, or abroad. The most recent data for ISU faculty and staff representation is displayed below.

Table 1: Indiana State University Minority and Female Employees

EMPLOYEE CATEGORY	2019	2020
% of Minorities to Total		
Executive Group	10.3% (4/39)	10.3% (4/39)
Other Professional Staff	11.6% (68/588)	12.2% (68/555)
Non-Exempt Staff	8.2% (48/588)	8.3% (47/563)
Full-Time T/T-T Faculty	20.5% (75/365)	20.3% (71/349)
Full-Time Instructional Faculty	7.4% (9/122)	7.4% (9/121)
Part-Time Faculty	9.0% (17/189)	8.1% (13/159)
Percent Female Full Professors to Total Full Professors	37.3% (50/134)	38.1% (53/139)

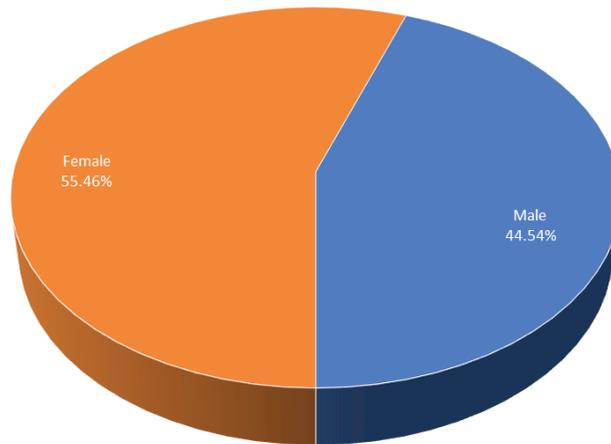
Source: Indiana State University Institutional Research

Table 1 provides a summary of Indiana State University's workforce as of December 2020. The figures highlight administrators, faculty and professional staff. ISU remained the same, or exceeded, five (5) of seven areas in 2020, including: Executive Group, Other Professional Staff, Non-Exempt Staff, Full-Time Instructional Faculty and Percent Female Full Professors to Total Full Professors.

The overall goal is to ensure that faculty and staff are representative of the diverse student body at ISU.

Figure 1: Indiana State University Workforce by Gender

ISU Workforce by Gender

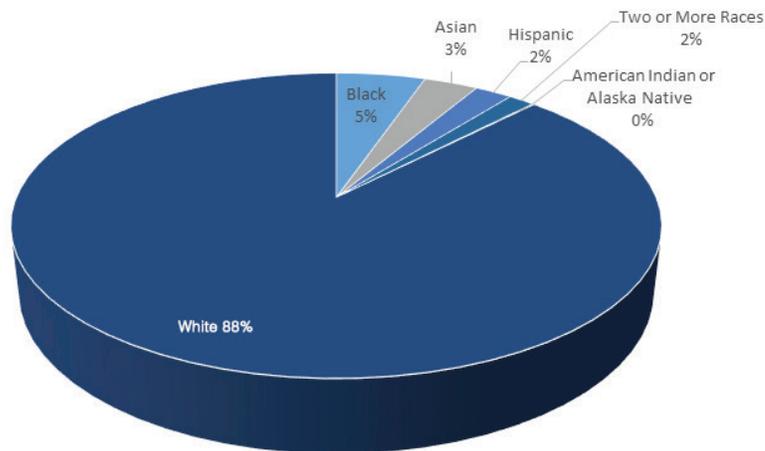


Source: Indiana State University Institutional Research

Female employees represent over half of the ISU workforce; ISU noted a steady increase of female representation, and a decline in male representation over the last few years.

Figure 2: Indiana State University Workforce by Race

ISU Workforce by Race



Source: Indiana State University Institutional Research

Blacks/African Americans, are the largest non-Caucasian group represented in the ISU workforce, followed by Asian, Hispanic, and Two or More Races. The Advancing Inclusive Excellence plan focuses on increasing the representation of diverse faculty and staff.

Affirmative Action planning, combined with strategic goals aligned with the current strategic plan under development, will advance faculty diversity. Percentages are reflective of the workforce to ensure that individuals are not personally identified. The categorizations are required reporting for Executive Order 11246.

Persons with Disabilities Applications & Hires

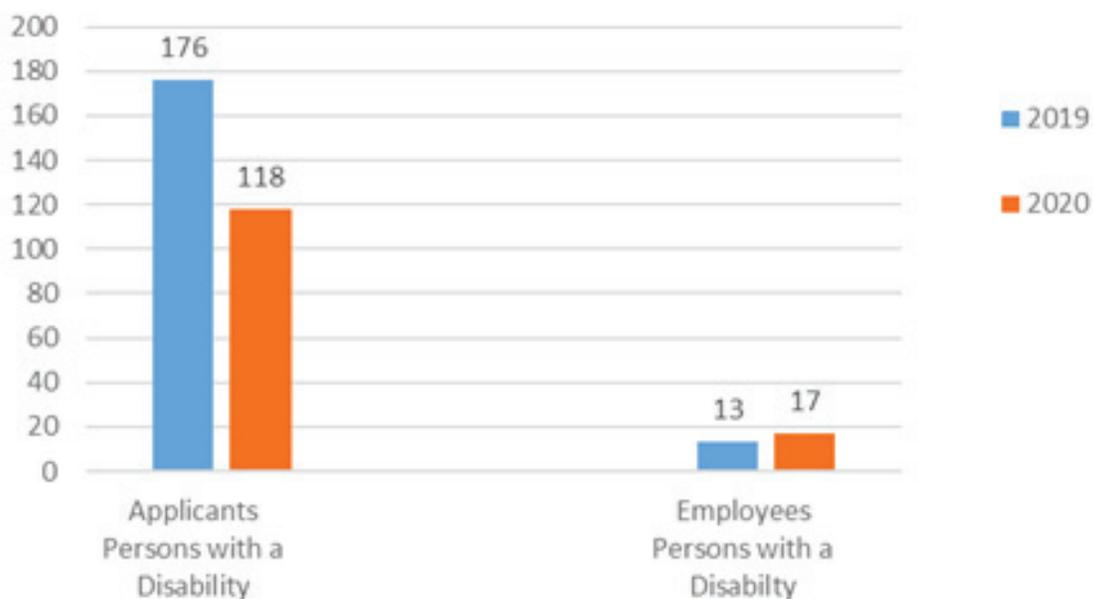
Applicants and hires for faculty/staff positions that self-disclosed a disability in 2019 and 2020

A summary of applicants and hires that self-disclosed a disability, history or record of having a disability on ISU applications (2019 and 2020) was presented by Human Resources.

A total of 176 applicants applied for faculty and staff positions at Indiana State University in 2019, with 13 hires. Although fewer applicants applied in 2020 (a total of 118), more self-reported persons with a disability were hired – a total of 17, an increase of +4 from the previous year.

The federal goal of 7%, shows that Indiana State University is making slow but steady progress toward the goal (currently 4.52%).

Figure 3: Self-Disclosed Persons with a Disability



Source: Indiana State University Human Resources

Personnel Complaints

Discrimination Complaints FY 2018-19 and 2019-20 (July 1 – June 30)

A summary of discrimination complaints filed by employees or students against ISU employees.

Table 2: Indiana State University Personnel Complaints

This table presents a summary of discrimination related complaints filed against ISU employees by employees and students in the 2018-19 and 2019-20 academic years. The information does not contain complaints against students.

Nature of Complaint University Policy 923	2018-19 Complaints	2019-20 Complaints
Age	0	1
Disability	1	0
Gender Identity/Expression	1	0
Genetic Information	0	0
National Origin	0	0
Pregnancy	0	0
Race/Color	9	3
Religion	0	1
Retaliation	0	0
Sex (Including Sexual Harassment)	1	4
Sexual Orientation	1	0
Veteran Status	0	0
Total Complaints	13	9
ISU EO Findings of Discrimination	0	0

Source: Office of Equal Opportunity and Title IX

A complaint is defined as a written submission signed by the complainant and provided to the Office of Equal Opportunity and Title IX asserting an individual, group, or organization has engaged in discriminatory behavior based on one of the protected classes identified in University Policy 923.

In three of the complaints, the complainant alleged discrimination based on more than one protected class, i.e. gender and race/color.

A Finding of Discrimination indicates a full investigation was conducted and the respondent was determined to be responsible for a policy violation. In instances where the respondent is not found responsible for a violation of Policy 923, the respondent may still be referred to another department, i.e. Human Resources Office, to address allegations of a non-discriminatory nature.

Indiana State University prohibits discrimination in ISU programs and activities or conduct that interferes with the educational or workplace environment. In July, 2020, the ISU Board of Trustees significantly revised Policy 923 Non-Discrimination and Anti-Harassment, and set an expectation that all ISU employees are expected to report discrimination to the Office of Equal Opportunity and Title IX. Individuals who experience discrimination are also encouraged to self-report. The link to the reporting form is located on the Office of Equal Opportunity and Title IX website. The reporting form is also embedded in office training materials, programming presentations, support service information, and many instructors include it in their course syllabi.

Reports of discrimination should be submitted using the online reporting form found at:
https://cm.maxient.com/reportingform.php?IndianaStateUniv&layout_id=10

or:

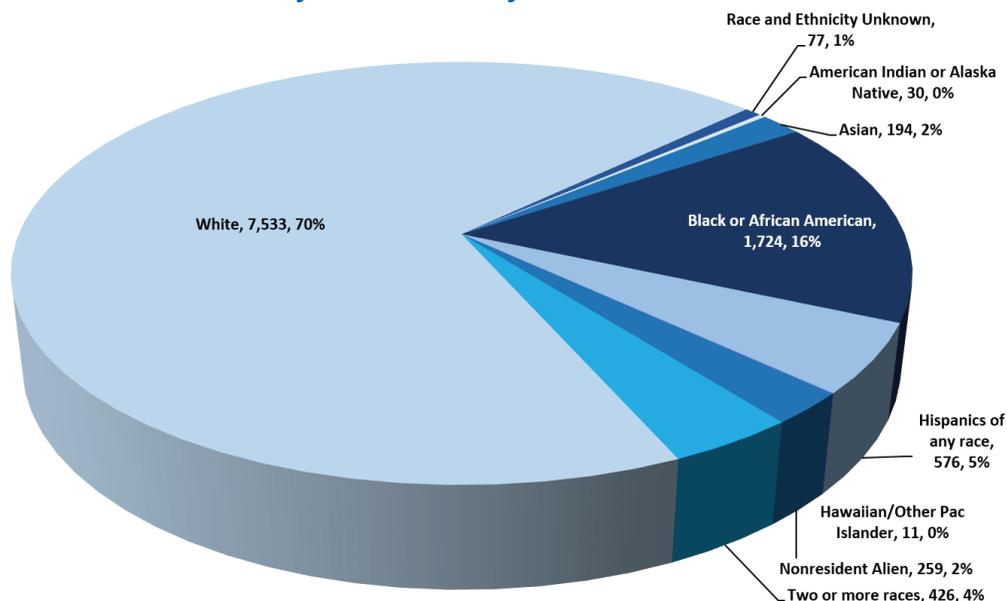
Office of Equal Opportunity and Title IX
Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
ISU-equalopportunity-titleix@mail.indstate.edu

All reports are reviewed by the Director of Equal Opportunity/Title IX Coordinator to determine whether or not the allegation sufficiently alleges discrimination and, if so, a complaint will be filed either by the individual who has experienced the discrimination or by the Director of Equal Opportunity/Title IX Coordinator. The Director of Equal Opportunity/Title IX Coordinator or designee is responsible for conducting the investigation of discrimination complaints.

Fewer complaints were filed against ISU employees in 2019-20, compared to 2018-19. This reduction in complaints filed may be attributed to the campus switching to remote learning and working environments in March 2020 due to Covid-19.

Student Enrollment

Figure 4: Fall 2020 Enrollment by Race/Ethnicity



Source: Indiana State University Blue Reports

Table 3: Indiana State University Total Student Enrollment

Enrollment by Ethnicity

	Fall 2018			Fall 2019			Fall 2020		
	Ugrad	Grad	Total	Ugrad	Grad	Total	Ugrad	Grad	Total
American Indian or Alaska Native	39	4	43	34	4	38	22	8	30
Asian	123	51	174	127	46	173	140	54	194
Black or African American	1,924	188	2,112	1,809	198	2,007	1,535	189	1,724
Hispanics of any race	511	58	569	528	61	589	509	67	576
Native Hawaiian or Other Pacific Islander	7	1	8	8	2	10	9	2	11
Nonresident Alien	367	154	521	234	136	370	136	123	259
Two or more races	421	59	480	429	63	492	363	63	426
White	7,249	1,545	8,794	6,992	1,394	8,386	6,174	1,359	7,533
Race and Ethnicity Unknown	310	34	344	55	26	81	51	26	77

Includes All Student Levels, Fall, Enrolled, Census, Primary, All Distance Program Indicators and All Major Colleges. Fall challenge are not included in this count.

Distinct Students by Term. (Term) on columns; and IPEDS Ethnicity (IPEDS Ethnicity) on rows sub-set by Undergraduate, Fall, Enrolled, Census, Primary, All Distance Program Indicators and All Major Colleges.

Source: Indiana State University Blue Reports

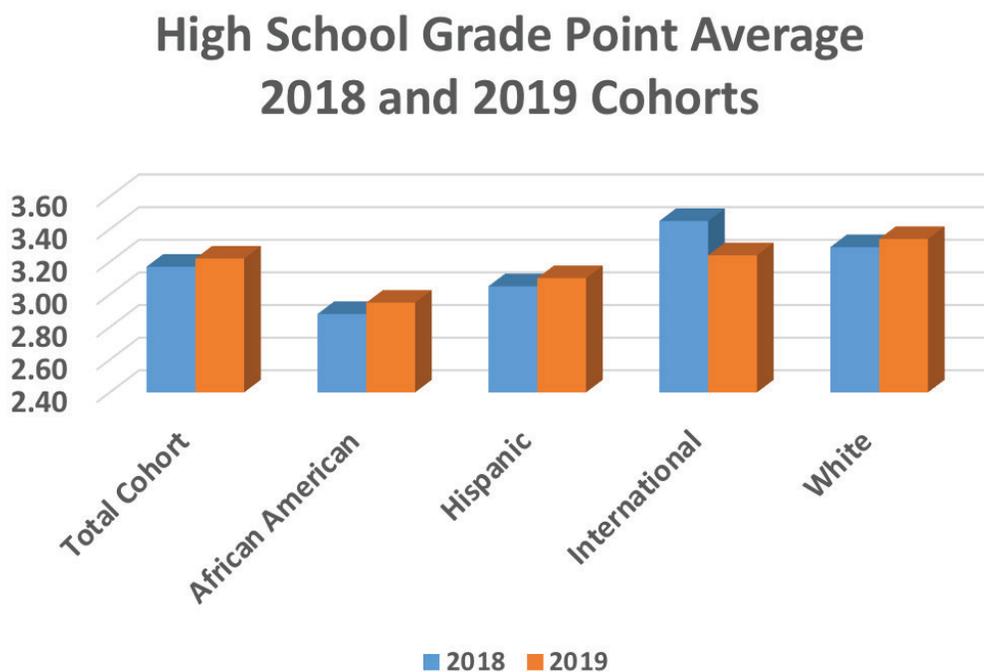
Table 3 provides a summary of Total Student Enrollment at Indiana State University from 2018-2020, highlighting nine (9) groups. Enrollment increased for undergraduates in four (4) groups from 2018-19: Asian, Native Hawaiian or Pacific Islander, Hispanic and Two or more races. ISU noted a decline in five (5) racial groups with the most significant numerical decline in Whites. Enrollment increased for two (2) groups: Asian and Native Hawaiian or other Pacific Islander, and decreased for seven groups from 2019-2020.

A summary of the Total Graduate Student Enrollment at Indiana State University from 2018-2020 was also highlighted for nine (9) groups. Enrollment increased for four (4) groups: Black, Hispanics, Native Hawaiian or other Pacific Islander, and Two or more races. American Indian or Alaska Native remained the same. ISU noted a decline in four (4) racial groups. From 2019-2020 three (3) groups noted an increase: American Indian or Alaskan Native, Asian and Hispanic, three (3) groups had no change, and three (3) groups noted a decline.

The most significant enrollment challenge to ISU is the decreasing number of college-seeking students. The pandemic has accelerated the drop regionally, and across the US. ISU has developed strategies in response to the decrease, according to Enrollment Management.

STUDENT GPA, RETENTION, GRADUATION

Figure 5: Two-Year Comparison of High School GPA by Race



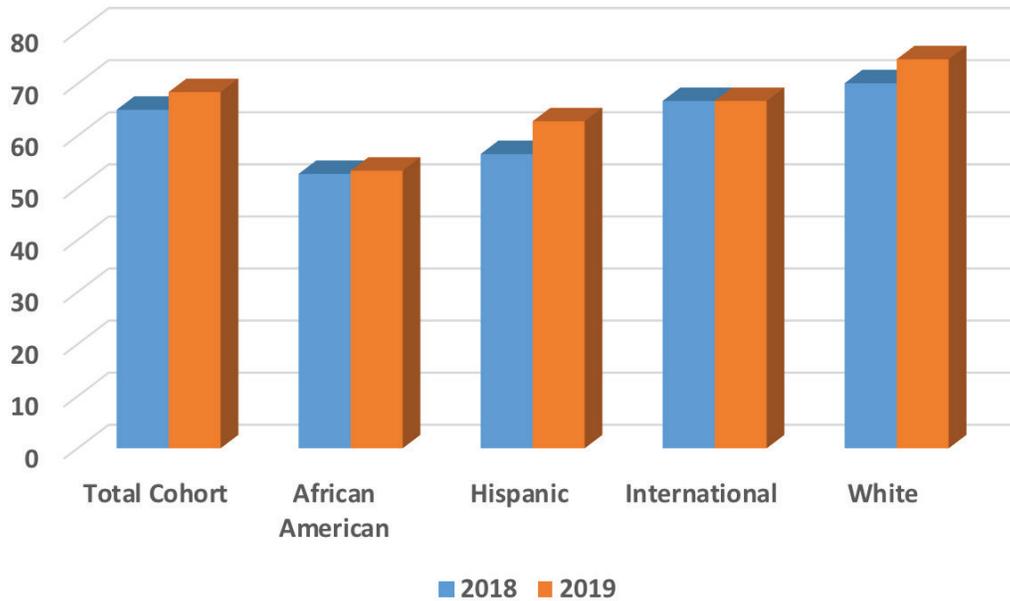
Source: Indiana State University Institutional Research

Figure 5 displays a 1-Year summary for the Average High School GPA for all groups.

The high school grade point average increased, for all groups from 2018 to 2019, with the exception of international students. The 1-Year average GPA for all students ranged from 2.95 to 3.34. The average GPA include: 3.34 for White, 3.1 Hispanic and 2.95 for Black/African American. International students noted a decrease in GPA from 3.45 to 3.24.

Figure 6: One-Year Comparison of Retention Rates by Race

One-Year Retention Rates 2018 and 2019 Cohorts

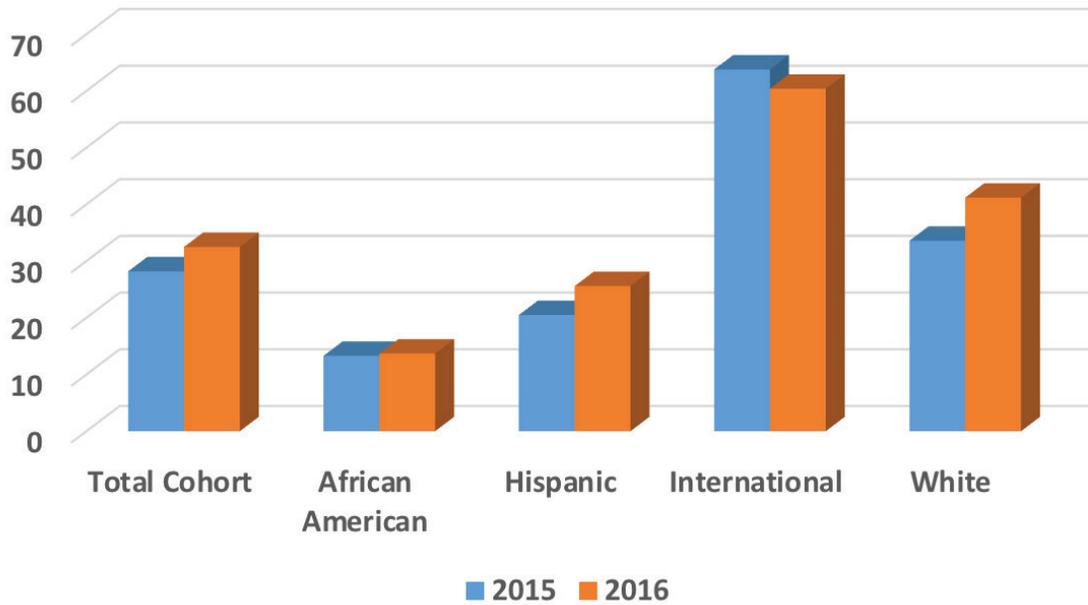


Source: Indiana State University Institutional Research

The one-year retention rate for all groups increased from 2018 to 2019, with the exception of international students. The one-year retention rate for all students ranged from 53.3% to 74.7%. Retention rates include: 74.7% White, 62.8% Hispanic and 53.3% for Black/African American. International students' retention rate remained the same at 62.8%.

Figure 7: Comparison of 4-Year Graduation Rates by Race

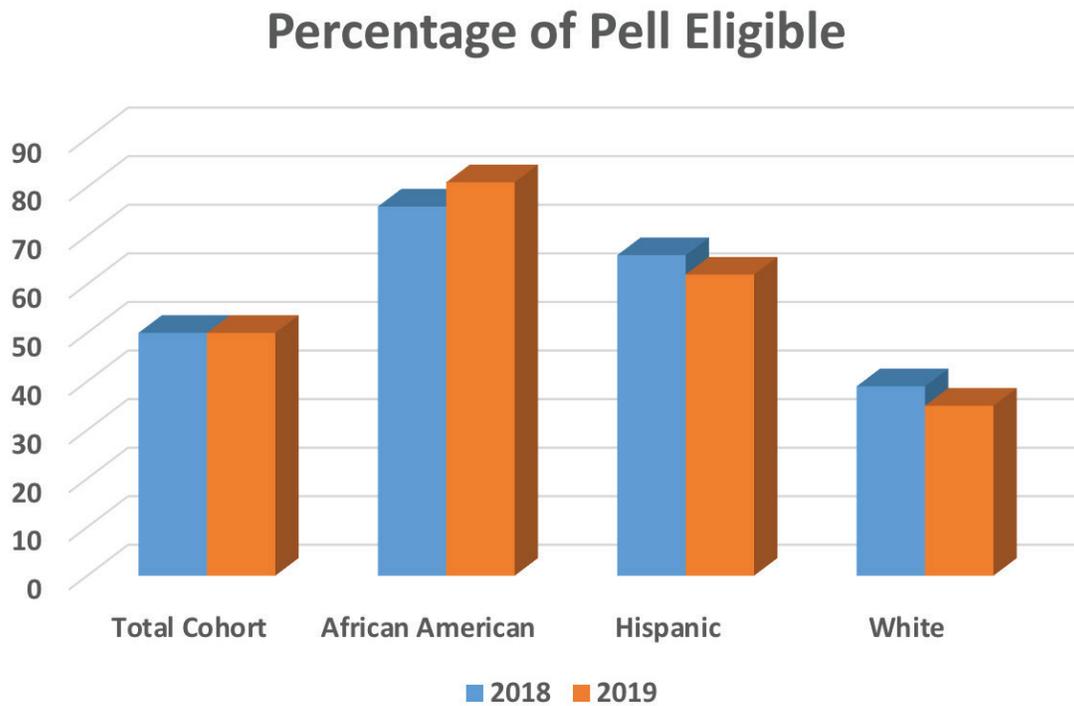
2015 and 2016 Cohorts Four-Year Graduation Rates



Source: Indiana State University Institutional Research

The 4-Year graduation rate increased for all groups, with the exception of international students. Graduation rates include: 41.2% White, 25.6% Hispanic and 13.7% for Black/African American. International students noted a 4-Year graduation rate of 60.4%.

Figure 8: Pell Eligible Students by Race



Source: Indiana State University Institutional Research

The percentage of Pell Eligible students increased for one group, and decreased for two groups. The percentages ranged from 40% to 81%: 81% Black/African American, 62% Hispanic and 35% White.

Continued attention should be devoted to all populations, with a special focus on: Black/African American and Hispanic students.

Promoting Inclusive Excellence Through Campus Partnerships

Title IX Prevention & Awareness Campus Programs Academic Year 2019-2020

Let's Taco About Sex	8/20/19
The Real: The Sex Talk	8/20/19
It's On Blue University College	16 University College classroom presentations beginning 9/4/19
Coffee with Title IX	9/18/19
These Hands Don't Hurt	10/8/19
One Love Escalation Workshop Facilitator Training	10/10/19
Change the Culture	10/10/19
Escalation Workshop	10/21/19
The Real: Healthy Relationships	10/15/19
Get Cozy with Consent	1/16/20
The Real: Ask the Sexperts	1/21/20
Donut Go Further without Consent	2/4/20
Behind the Post	2/11/20

Source: Office of Equal Opportunity and Title IX

Additional initiatives and strategies, sponsored by Title IX, are scheduled for Spring 2021. Students may select to participate in various programs associated with healthy relationships, sexual consent and partner violence.

RECENT DIVERSITY, EQUITY AND INCLUSION INITIATIVES

The Office of Equity, Diversity and Inclusion (EDI) collaborates with colleges, departments, organizations and external partners to enhance cultural competency, inclusive excellence and overall respect for differences both on campus, as well as the city of Terre Haute. The Associate Vice President for Inclusive Excellence and Strategic Initiatives discussed several strategies in fall 2019, and implemented multiple events, programs and strategies in 2020:

Initiatives & Strategies Implemented

- Affinity Group Meetings:
 - Asian/Pacific Islander
 - Black/African American
 - HOLA
 - LGBTQIAP+

Members from the four affinity groups met and held dialogues on diversity, equity and inclusion with the AVP for Inclusive Excellence and Strategic Initiatives. Each group has a representative that serves on the President's Council on Inclusive Excellence Committee. Events for 2019-2020 included:

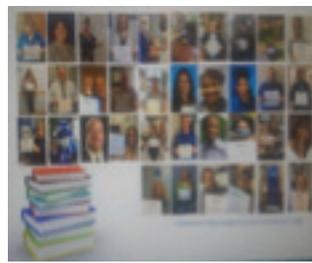
- Affirmative Action Policy Update
- Book Reads: Campus wide – Partnership with the Center for Teaching Excellence:
 - Summer Book Read (*White Fragility*)
 - Fall Book Read (*How to be an Anti-Racist*)
- College of Technology December 2020 Book Read: *White Fragility*
- Culturally Relevant Pedagogy Workshop Series: Professional Development for Faculty/Staff/Partners
 - January 2020: Kickoff Event
 - February: Black History Month
 - March: Women's History/Persons with a Disability Awareness Month
 - **April-August: Interrupted by Covid-19 pandemic**
 - October: Hispanic/LatinX Heritage Month
 - November: LGBTQIAP+ Month
 - November: National First Generation Recognition
 - January 2021: Culturally Relevant Pedagogy Series Kickoff: What's in a Name? Importance of Student Perception and the Relationship Between Positive Outcomes
 - February: Black History Month
 - March: Women's History Month
 - April: Sexual Assault Awareness Month
 - May: Asian/Pacific Islander Heritage Month
 - June: Juneteenth Celebration
- Diversity Week – Organized by Student Government Association (SGA) – Office of EDI assisted
- Indiana State University Healing Dialogues
 - I Can't Breathe: Discussions of Fatigue, Trauma and Self-Care
 - Where Do We Go From Here? Navigating Campus and Community
- PAC Fall Book Read: *White Fragility*

- Collaboration Established – Office of Information Technology (OIT) and Historically Black College/ University (HBCU) – Kentucky State University: Diverse Employment Discussions



Several strategies have been discussed and were implemented to create a pipeline from K-12 into ISU:

- Collaboration with Vigo County K-12 Schools:
 - Assistance with Search: Director of Diversity, Civility, and International Exchange Program
 - Diversity Committee Member – Vigo County Schools
 - ISU adopted Sarah Scott Middle School for Proctor & Gamble Grant – Not Funded



- First Generation College Completers Event & Encouraging Messages to Students
 - Vigo County – Sarah Scott Middle School 8th grade students
 - Greene County – Shakamak Middle School 6th grade students
- Ivy Tech Community College Presentations:
 - Social Justice: Equity, Diversity and Inclusion (EDI)
 - LGBTQIAP+: College of Education
 - Financial Literacy: EDI
 - Diversity/Inclusion and Belonging in U.S.: EDI
 - Black History Month: College of Arts and Science
 - Women’s History Month: College of Health and Human Services



Advancing Inclusive Excellence

The *Advancing Inclusive Excellence* action plan was presented to the Indiana State University community early Fall 2020. The plan was the result of listening sessions between students, faculty, staff and administrators. The plan consists of four categories: Instruction and Learning, Campus Environment, Awareness, and Growth Initiatives.



SPECIAL ANNOUNCEMENT

Indiana State University is announcing the release of [*Advancing Inclusive Excellence*](#), an action plan to continue building a more inclusive university community.

The [plan](#) is the result of several weeks of listening and constructive dialogue with students, faculty, staff, and alumni. It summarizes additional steps ISU is taking to create “a culture of inclusion and support,” as stated in the university mission statement.

The action steps are organized into categories: Instruction and Learning; Campus Environment; Awareness; and Growth Initiatives.

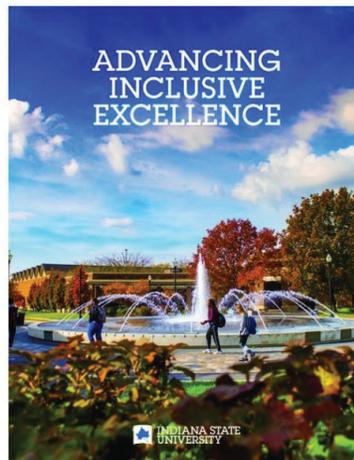
“This is not something new to Indiana State University,” President Deborah J. Curtis wrote in the plan’s introduction. “Since our founding, Sycamores have been leaders in providing higher education opportunities to individuals without basis of race, socio-economic background, or national heritage/origin.

“We can always do more, and this action plan will serve as our guide to continuing our meaningful progress and make Indiana State University an even stronger and more vibrant higher education institution.”

The [ISU Office of Equity, Diversity, and Inclusion](#) will be responsible for overseeing and reporting progress of this action plan, but it will take the cooperation of everyone from the campus community to help make meaningful change.

Please take a moment to review the plan and get involved with its implementation.

Together, we are **Sycamore Strong!**



INDIANA STATE
UNIVERSITY

The fall Council meeting began with a discussion by President Deborah Curtis highlighting the importance of the Council, introducing the statutory requirements and issuing a charge to oversee the *Advancing Inclusive Excellence* action plan. She also discussed roles and responsibilities, followed by an appreciation for the members’ time and commitment to Inclusive Excellence, university wide. President Curtis conveyed the importance of the Council focusing their time and commitment to the goals and objectives of *Advancing Inclusive Excellence*.

The October meeting included a visit and welcome by Provost Mike Licari, introduction of members, as well as a dialogue regarding the *Advancing Inclusive Excellence* action plan. All members participated in group meetings to discuss specific sections of the plan, based on their background and area of expertise.

Each group corresponds to one of several action steps in the plan:

- Instruction and Learning
- Campus Environment
- Awareness

The groups met, via Zoom, several times to discuss short and long range goals, as well as identify objectives and implementation strategies for each area.

The November 20, 2020 meeting featured several administrators and staff providing updates to Council members on DEI initiatives:

- Office of the General Counsel: Ms. Bridget Butwin – Affirmative Action data
- HOLA: Mrs. Martha Reed – Affinity Group Overview
- Residential Life: Dr. Amanda Knerr – Progress and Outreach

The December meeting highlighted short and long range goals recognized by members of the Council, including the identification of strategies implemented over the past several months, and additional observations or suggestions related to *Advancing Inclusive Excellence*. Progress reports and updates were provided by all groups for the December meeting.

Additional departments and offices will meet and discuss areas of progress, or concerns, during the spring 2021 semester. Supplementary discussions will include the integration of the *Advancing Inclusive Excellence* action plan with the Indiana State University Strategic Plan, Focusing on our Future Together, currently under development.

The *Advancing Inclusive Excellence* action plan can be viewed by visiting:

<https://www.indstate.edu/sites/default/files/media/aie-action-plan-update.pdf>

Advancing Inclusive Excellence Update

Advancing Inclusive Excellence Action Plan Update

On Sept. 15, 2020, Indiana State University released *Advancing Inclusive Excellence*, an action plan to continue building a more inclusive university community. It is a living document that will ultimately lead to fulfillment of important goals with specific measurable objectives to be included in the University's strategic plan. The action plan was based on the University's responses to concerns posed by the Black Faculty and Staff Caucus and the Unity Council ISU student group. It was the result of several weeks of listening and dialogue with faculty, staff, and students.

Since its release, ISU units, departments, and committees have been involved in implementing items in the plan; some of them have already been completed. In addition to discussing the progress of the items, the President's Council on Inclusive Excellence, during its October meeting, was divided into three subcommittees and were assigned parts of the plan to analyze and track. During this process, suggestions for further goals and focus areas were also made by the subcommittees.

The reports on the action plan were forwarded to the Associate Vice President of Inclusive Excellence and Strategic Initiatives. The following information is based on reports from Cabinet members and President's Council on Inclusive Excellence members. This update follows the categorization of action items within the *Advancing Inclusive Excellence* action plan: Instruction and Learning, Campus Environment, Awareness, and Growth Initiatives.

Instruction and Learning

The action items under this category aim to advance a culture of inclusion, particularly in the areas impacting instruction and learning at ISU.

One of the items is to update the Foundational Studies curriculum to incorporate more social justice and cultural awareness topics. On Oct. 22, 2020, the "Race in the United States" category and its learning objectives were approved by the University College Council. This is proposed to become part of the Foundational Studies sequence as a requirement of all students. This was the initial step in the curriculum approval process.

On Nov. 5, 2020, the University College Council agreed to replace the "Health and Wellness" category with the new "Race in the United States" category. If the proposal is approved, the "Health and Wellness" category will be discontinued by fall 2024. Both proposals were combined into one and will now move through the curricular process.

In addition, the Council recently approved new outcomes for the "Global Perspectives and Cultural Diversity" category following a review and recommendations of an ad hoc committee. It is yet to be reviewed by Faculty Senate and the current GPCD learning objectives are still in force for the spring and summer 2021 semesters.

Another item in Instruction and Learning is the development of programs to support faculty and staff development. The Culturally Relevant Pedagogy series and Equity, Diversity, Inclusive Excellence Liaisons (EDIEL) group meetings are both ongoing. They serve as resources to faculty and staff for various issues related to diversity and inclusion.

There is also progress to report on the review of cultural awareness and diversity training opportunities and materials for all ISU employees. Human Resources has recommended diversity training modules for potential mandatory university-wide training, and updates were made to New Employee Orientation with the diversity training modules.

Work continues toward other items in this category. The Faculty Senate is actively investigating ways to improve representation, particularly in leadership positions, and is reviewing faculty evaluation mechanisms. The Provost has also charged the University College Dean and the Vice Provost of Enrollment Management with developing plans for recruiting and supporting LatinX students.

Campus Environment

As one of the most diverse campuses in Indiana, ISU strives to provide a welcoming and inclusive campus environment.

One of the items in this category called for the creation of the Equity, Diversity, Inclusive Excellence Liaisons (EDIEL) group, which aims to promote inclusive excellence at the college and department levels. This group has been created. It consists of leaders from ISU's colleges and academic units. The liaisons offer advice and counsel, collectively and individually, to ISU deans, faculty, and staff on issues related to diversity, equity, inclusion, and social justice. They will contribute to initiatives across ISU by providing feedback, increasing awareness, and reinforcing ISU's commitment to social justice. The group meets once a month.

The action plan also calls for the development of possible structures for a bias reporting mechanism at ISU. Policy 923 Non-Discrimination and Anti-Harassment was updated and posted on the website. Discussions about possible structures and resources for bias reporting continue.

The Office of Equity, Diversity, and Inclusion, the Office of Human Resources, and the Office of the General Counsel are also working together to create an action plan to recruit, hire, and retain a more diverse workforce, which is another item in this category. They are engaged in a data review to identify hiring trends and potential barriers to hiring and retention, which includes identification of affirmative action plan goals for 2021. They are analyzing recruitment resources in an effort to more broadly diversify candidate pools, especially in job classification pools that are not sufficiently diverse.

The development of a faculty/staff diversity exchange program is also underway. The University is collaborating with Kentucky State University, an HBCU, to create a pipeline for their graduates to access information regarding employment opportunities at Indiana State. The conversations have started in the area of information technology but could expand to other workforce areas.

The University is also in conversation with an external consultant to conduct an internal salary review of disparities based on race. Discussions are also ongoing regarding a possible physical display of inclusive excellence on campus, the first two action items in this category.

Awareness

Some significant items have already been completed under the Awareness category, which aims to further promote diversity and inclusion internally and externally. They include:

- The adoption of a revitalized mission statement for ISU Public Safety. It is also prominently displayed on the main page of the Public Safety section of the website. The statement is: ***Indiana State University Public Safety supports the mission and core values of the University by preserving a safe environment for students, faculty, staff, and visitors with respect for others and for the law. We promote safety and enforce laws guided by our commitment to relationship-building and collaboration within our diverse community.***
- Clear communication of the processes is now in place for individuals to report cases of discrimination, or sexual harassment. Information on how to make a report on discrimination and harassment, and the report form went live on the website following the update of Policy 923 Non-Discrimination and Anti-Harassment. Policy 923 Resource Cards were distributed and this information is also being provided to new hires at orientation.
- Efforts continue to increase the diversity in the Student Counseling Center staff. Three new counselors were recently hired; one is African American. Next year, there will be 14 interns, 6 are from underrepresented populations.
- President Deborah Curtis and Assistant to the President on Human Relations Sumalayo Jackson have been meeting with several members of African American community to discuss opportunities to better connect ISU students and staff of color with the Terre Haute community. The participants of the listening and learning sessions have included faith-based leaders, African American entrepreneurs, African American administrators, and alumni. During these sessions, ideas were also shared on ways to expand ISU students' opportunities for internships, recreation, and jobs.
- The University has been highlighting existing programs and initiatives focused on social justice, equity, and diversity in a variety of ways. For example, the theme of STATE Magazine's fall/winter issue is inclusion; ISU Today features announcements of these programs and initiatives and has launched a new series, Sycamore Solace; Sycamore Athletics organized and implemented various events promoting social justice and dialogue to enhance the student-athlete experience at ISU.
- A tour of the Charles E. Brown African American Cultural Center has been integrated into recruiting and campus tour programming. It has been reported that regular communication between the Office of Admissions and the Center is occurring.

Two other significant items in progress:

- University Engagement has drafted a document that outlines the mission of the University Speaker Series, the goals of the University Speaker Series, the selection criteria for the series, the selection process, and the roles and responsibilities of the committee. The document identifies inclusion and diversity as a core component of the series. The USS committee will review this guiding document to finalize the document. Guidance from the finalized document will be used in selection of the 2021-22 series.
- A small committee has been formed to plan a welcome guide for minority faculty and staff.

Growth Initiatives

This category looks forward to some of the areas of growth for the University related to inclusion. ISU's recent successful application to the phase II of Lilly Endowment's Charting the Future for Indiana's Colleges and Universities initiative will make it possible for the University to expand upon existing successful initiatives to address the persistent challenge of closing the graduation gaps for students of color and Pell grant recipients. Particularly, ISU's Project Success 2020, the initiative that will benefit from the grant, will enable ISU to directly confront the challenge of improving graduation rates for minority, low income, and first-generation students.

The Division of Student Affairs has defined the role of ombudsperson for students. The division recently hired an Ombudsperson and Sycamores Care Associate Director. This position will identify and address student needs, provide direction and intervention, and provide neutral or impartial dispute resolution assistance.

Finally, discussions have begun on the development of fundraising priorities for the Charles E. Brown African American Cultural Center, which are to be incorporated into the next campaign. The interim Vice President for Student Affairs has met with the new AACC director, and the Interim Dean of Students reviewed the budget and identified goals and needs.