

## We need your help in forming affinity groups

An affinity group is a group of people who share interests, issues, and a common bond or background, and offer support for each other. Typically, members are individuals from groups historically and/or currently underrepresented in the institution.

Rationale comes from an acknowledgement that one size does not fit all. Affinity groups can be designated by descent: e.g., African American or Black; Latinos or Hispanic; Asian American; Native American; and people of mixed racial or ethnic ancestry. Affinity groups can also be designated by other identities: e.g., international (i.e., born and holding citizenship outside the United States); lesbian, gay, bisexual, transgender, questioning (LGBTQ); veterans, and people living with disabilities.

If you are interested in forming an affinity group, call the Office of Diversity for assistance.

We invite everyone to explore and embrace learning about diversity as a goal this year. Browse the office of diversity website to find events, initiatives and resources. Your inquiries, suggestions and other thoughts are always welcome.

For further information:

Office of Diversity  
Rankin Hall, room 426  
Indiana State University  
Terre Haute, Indiana 47809  
Phone: 812-237-2877  
Fax: 812-237-8774

[www.indstate.edu/diversity](http://www.indstate.edu/diversity)  
Office Hours  
Monday-Friday, 8:00 a.m.-4:30 p.m.



## A message from President Bradley

I am pleased to introduce "Welcoming Diversity," an aptly titled online learning tool for the Indiana State University campus. ISU's mission, vision, and values recognize the importance of diversity and its connection to our vitality and success as a 21st century institution of higher learning.

Building multicultural competence is a developmental process. There is always something new to learn about our similarities and differences across cultures. All member of the campus community, regardless of identity or campus role, gain from a more inclusive and equitable environment.

This training tool, similar to the ones on preventing employment discrimination and sexual harassment that are accessed through the Office of Affirmative Action's Web site, is designed to enhance your awareness and knowledge about core diversity issues and their relevance and impact in the workplace and classroom.

"Welcoming Diversity" allows all employees and students to understand the knowledge, skills, and behaviors that help to create an environment that values the presence and contributions of a diverse community.

I hope you will use this tool. Multicultural competence is important to all disciplines and careers. ISU's vision for inclusive excellence is advanced by your embrace of this accessible and informative learning experience.

Thank you.

Sincerely,

A handwritten signature in blue ink that reads "Dan J. Bradley". The signature is fluid and cursive.

Dr. Daniel J. Bradley  
President, Indiana State University



# Office of Diversity

 **Indiana State University**  
*More. From day one.*

## Mission

The mission of ISU's Office of Diversity is to promote the climate, competencies, and connections that enhance the lives of all our students, staff, and faculty, as well as others who live in the greater Terre Haute community.

The 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.

## Vision

The vision of the Office of Diversity is the creation of a diverse and just campus where those who learn, live, and work can contribute, lead, and excel.



## Our goals are simple

The Office of Diversity goals are to:

- Increase awareness and interaction with the existing diversity on ISU's campus and to highlight the centrality of diversity, equity, and inclusion in higher education.
- Support access and success for groups historically underrepresented in higher education in the student body, staff, and faculty.
- Provide tools to our student, faculty, and staff that are needed to increase cultural sensitivity.
- Assist in maintaining a positive and proactive inclusive environment for all students, faculty, and staff.

## Why is increasing and retaining diverse students, faculty, and staff so important?

Having a healthy ethnic identity yourself makes it more likely that you will be interested in and receptive to other cultures. That is an important aspect of diversity: the knowledge and understanding that other people feel just as strongly about their culture as you do about yours.

If you learn about, and even celebrate, the cultures of others, you will find both similarities and differences to your own culture. You will learn that the experiences of others are fascinating and can enrich, rather than diminish, your own experiences.



## Diversity University

The Office of Diversity is here to help you with your diversity training needs through our Diversity University. Diversity U is comprised of a series of workshops prepared to help our campus community reach its diversity related goals. All training or speaker requests can be tailored to suit your specific needs.

Descriptions of the Diversity University workshops can be accessed by going to the Office of Diversity homepage at: [www.indstate.edu/diversity/](http://www.indstate.edu/diversity/).

Please feel free to submit a request for a workshop and/or presentation through our online Speaker/ Training Form which can be accessed at: [https://indstate.qualtrics.com/SE/?SID=SV\\_1ZCUV7vBkSv460Y](https://indstate.qualtrics.com/SE/?SID=SV_1ZCUV7vBkSv460Y).

## Grant opportunities

- Student Diversity Programming Mini-Grant. The Office of Diversity grants financial support to student organizations' diversity-related programs/events that help us fulfill our mission. Requests for applications will be announced via ISU Today and the Statesman. Priority will be given to proposals that evidence collaboration, leverage multiple funding sources or bring together several groups and audiences.
- Faculty Mini-Research Grants. The Office of Diversity grants financial support for research conducted by faculty members that address some aspect of diversity, inclusion or multiculturalism.