



INDIANA UNIVERSITY

ANNUAL REPORT

2020

Office of the Vice Provost
for Diversity and Inclusion

The Office of the Vice Provost for Diversity & Inclusion wishes to acknowledge and honor the Miami, Delaware, Potawatomi, and Shawnee people, on whose ancestral homelands and resources Indiana University was built.

John Nieto-Phillips
Vice Provost Diversity and Inclusion
IU Bloomington

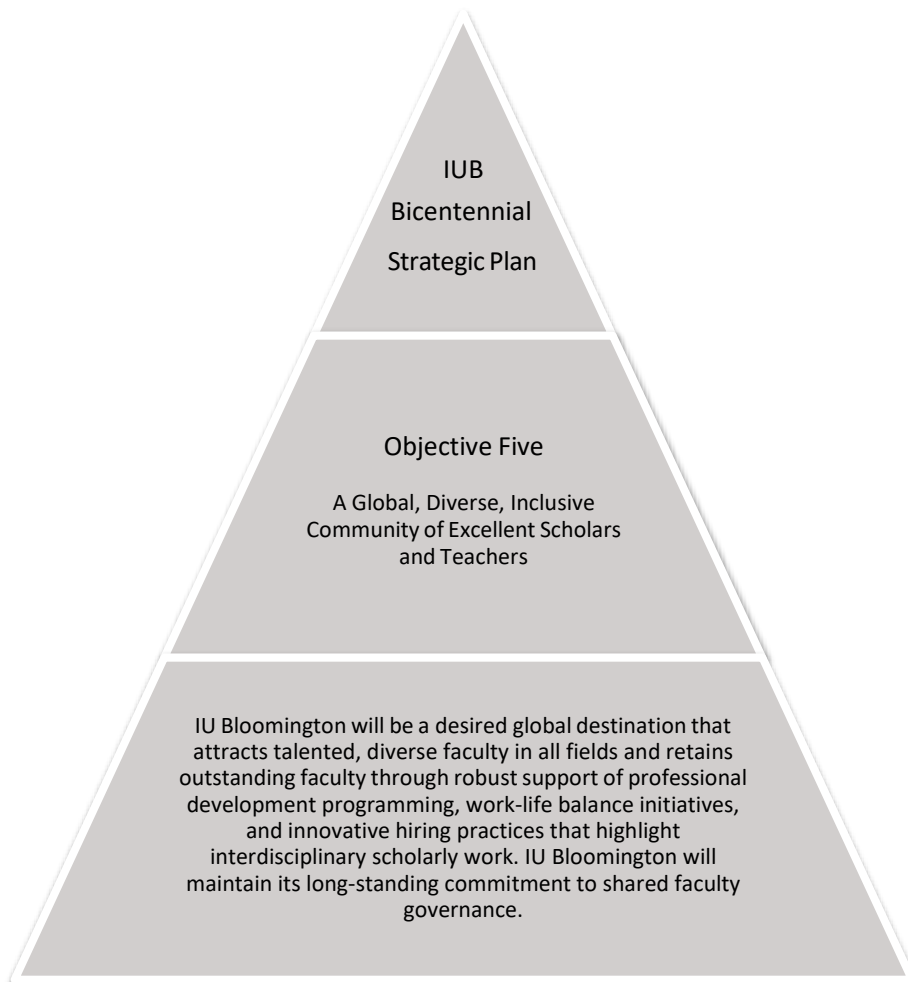


Vice Provost Nieto-Phillips works closely with senior campus leadership and academic units to recruit, support, and retain under-represented faculty, students, and staff. He and his team assist deans in developing diversity plans that map out effective strategies, best practices, and metrics to track success and identify challenges related to diversity and inclusion.

Vice Provost Nieto-Phillips holds a joint appointment in the Department of History and the Latino Studies Program. His writings and courses examine histories of Latinx migration, community, citizenship, and culture. He is the founding editor of the multilingual publication *Chiricú Journal: Latina/o Literatures, Arts, and Cultures*.

Dr. Nieto-Phillips is a scholar of Latinx historical experiences. He is also the founding editor of the peer-reviewed publication *Chiricú Journal: Latina/o Literatures, Arts, and Cultures*.

Our Mission



The Office of the Vice Provost for Diversity & Inclusion (OVPDI) was founded in 2017 with a mission to create a more diverse, equitable, and inclusive campus by:

Coordinating strategic diversity planning and leadership among the schools and the College for the IU Bloomington campus;

Supporting campus initiatives aimed at recruitment, retention, and advancement of underrepresented faculty, students, and staff; and

Connecting individuals by way of community building, professional development, and networking events.

To advance this mission, OVPDI partners with vice provosts, deans and their leadership teams, faculty members, staff, students, and diversity professionals throughout campus.

The Office of the Vice Provost for Diversity and Inclusion

John Nieto-Phillips, Vice Provost

Dionne Danns, Associate Vice Provost for Institutional Diversity (through Summer 2020)

Sachet Watson, Diversity and Inclusion Coordinator (Jacobs & Eskenazi)

Nikeetha Farfan D'Souza, Postdoctoral Fellow

Ronda Stogsdill, Executive Assistant and Project Coordinator

Key Initiatives



Key Campus Partnerships

Office of the Provost

IU Bloomington Deans

Vice President Diversity Equity & Multicultural Affairs

Vice Provost Faculty & Academic Affairs

Vice Provost Student Affairs

Vice Provost Enrollment Management

Vice Provost Strategy & Finance

Vice Provost Undergraduate Education

Vice Provost Research

Vice Provost Graduate Education

Vice President IU Human Resources

Bloomington Faculty Council

Bloomington Campus Affinity Groups

Director Residential Programs & Services

Diversity & Inclusion

Coordinator

Sachet Watson



Sachet Watson is the first Diversity and Inclusion Coordinator for the Eskenazi School of Art, Architecture + Design and the Jacobs School of Music. The new dual appointment was established within the Office of the Vice Provost for Diversity and Inclusion to lead both schools to achieving their overall diversity and inclusion goals including program development, recruitment and retention, and curriculum development. Ms. Watson holds a B.S. in Public Affairs in Legal Studies from Indiana University and M.S. in Higher Ed. Ms. Watson's professional interests include social justice in higher education, representation, intersectional feminism, social justice education, advocacy for students of color and decolonizing the academy. She previously held the role of Assistant Director of the Office of Student Diversity and Inclusion in the IU School of Public Health.

Strategic Diversity Planning & Reporting

Since 2017, each school on the IU Bloomington campus has undertaken a process of diversity planning specific to its unit. The College and the schools have developed diversity plans that serve as strategic roadmaps for achieving greater diversity, equity, and inclusion. The plans incorporate a mission statement, best practices for recruitment and retention, and measures of accountability. As "living documents," the diversity plans are designed to be revisited and updated as contexts, needs, and priorities evolve. Using measures laid out in these documents, each unit submitted a year-end report detailing initiatives, investments, and outcomes for OVPDI. The reports identified three significant actions, recommended in by OVPDI, were implemented within units in the last couple years. First, many have created a standing Diversity Committee to manage the diversity plans and address specific diversity, equity, inclusion, and justice needs as they arise. Second, most units have developed a Diversity Values Statement tailored to the particular and unique circumstances of the college/school. Finally, most have adopted the recruiting requirement of including a Diversity Statement for Faculty/Staff applicants. To ensure accountability and transparency the Provost requested the college/schools publicly post their diversity plans and most recent diversity reports. A link to each individual school diversity plan and latest report is listed on our website:

[OVPDI.indiana.edu](https://ovpdi.indiana.edu)

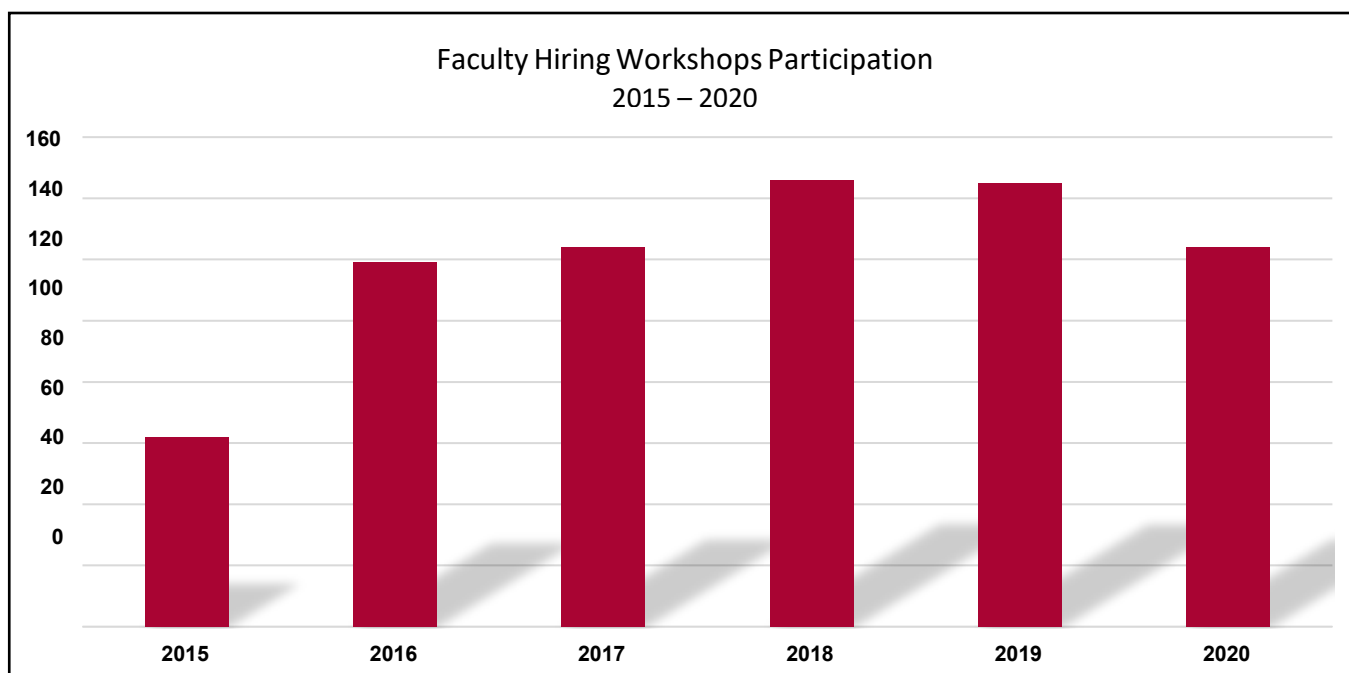
IU Bloomington Diversity Leadership Mapping

Members of the Indiana University community at every level are leaning into diversity, equity, inclusion, and justice efforts. The 2020 Diversity Report instructions from OVPDI included an addendum template to ascertain the depth of diversity involvement and leadership on the IU Bloomington campus. Each school/college provided organizational insight into their diversity, equity, and inclusion efforts.

Based on this self-reporting method the following highlights were revealed:

6 D&I Assistant & Associate Deans	187 Faculty/Staff in Full or Part-time D&I Roles
18 Professional Staff in D&I Full-Time Roles	87 Students serving college/schools in D&I efforts

Faculty Recruitment & Retention



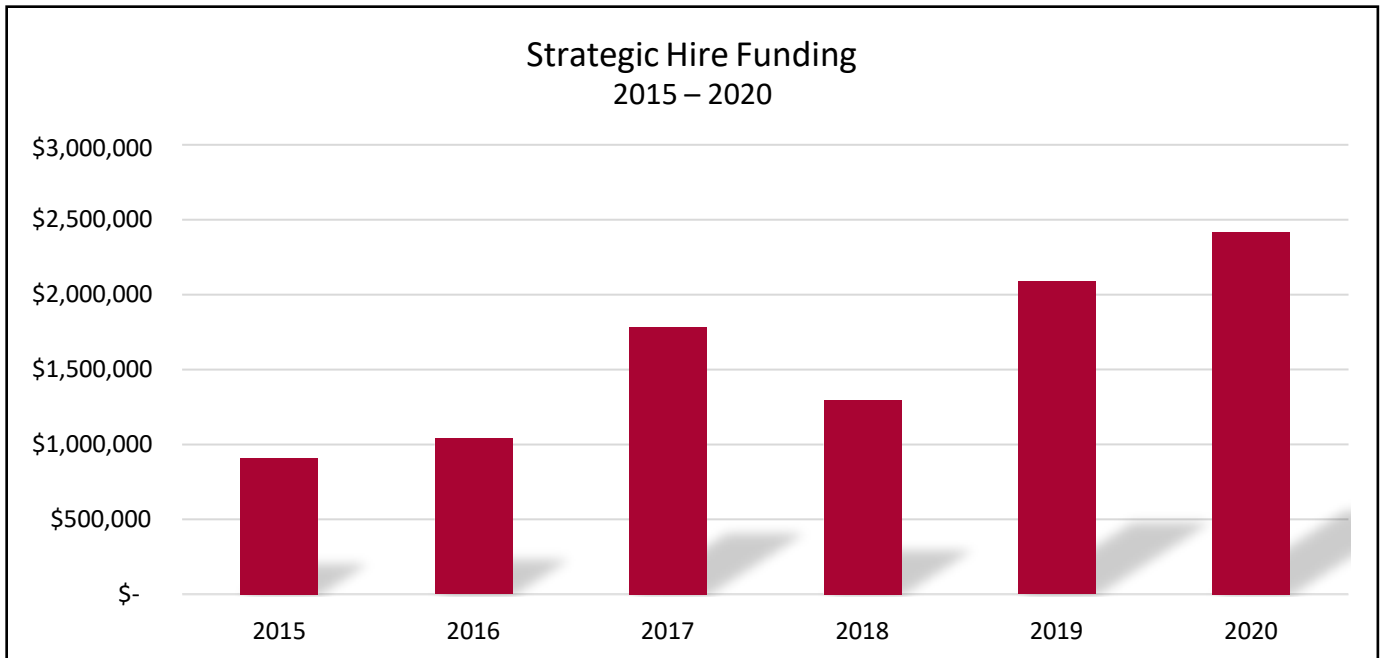
Faculty Hiring Workshop

In collaboration with the Office of the Vice Provost for Faculty and Academic Affairs, OVPDI developed and implemented hiring workshops guiding search committees in identifying and blocking unconscious bias, providing steps to attract diverse applicant pools, and implementing evidence-based best practices in hiring. Each workshop brings together faculty experts on issues of implicit bias, stereotype threat, and equity and inclusion in the classroom and workplace. In 2019, participation in the workshops had grown by 130 percent since 2015. COVID-19 and the Indiana University hiring freeze had a large impact on the 2020 Faculty Hiring Workshop. A virtual platform was created to overcome the unique circumstances. The IU Bloomington community participated with great enthusiasm live via Zoom and continued to engage utilizing our Canvas resource portal. Presentations were given by Vice Provost John Nieto-Phillips, Vice Provost for Faculty and Academic Affairs, Eliza Pavalko, University Director of the Office of Institutional Equity University Sexual Misconduct & Title IX Coordinator, Emily Springston and a keynote implicit bias overview by Koji Chávez, Assistant Professor of Sociology.



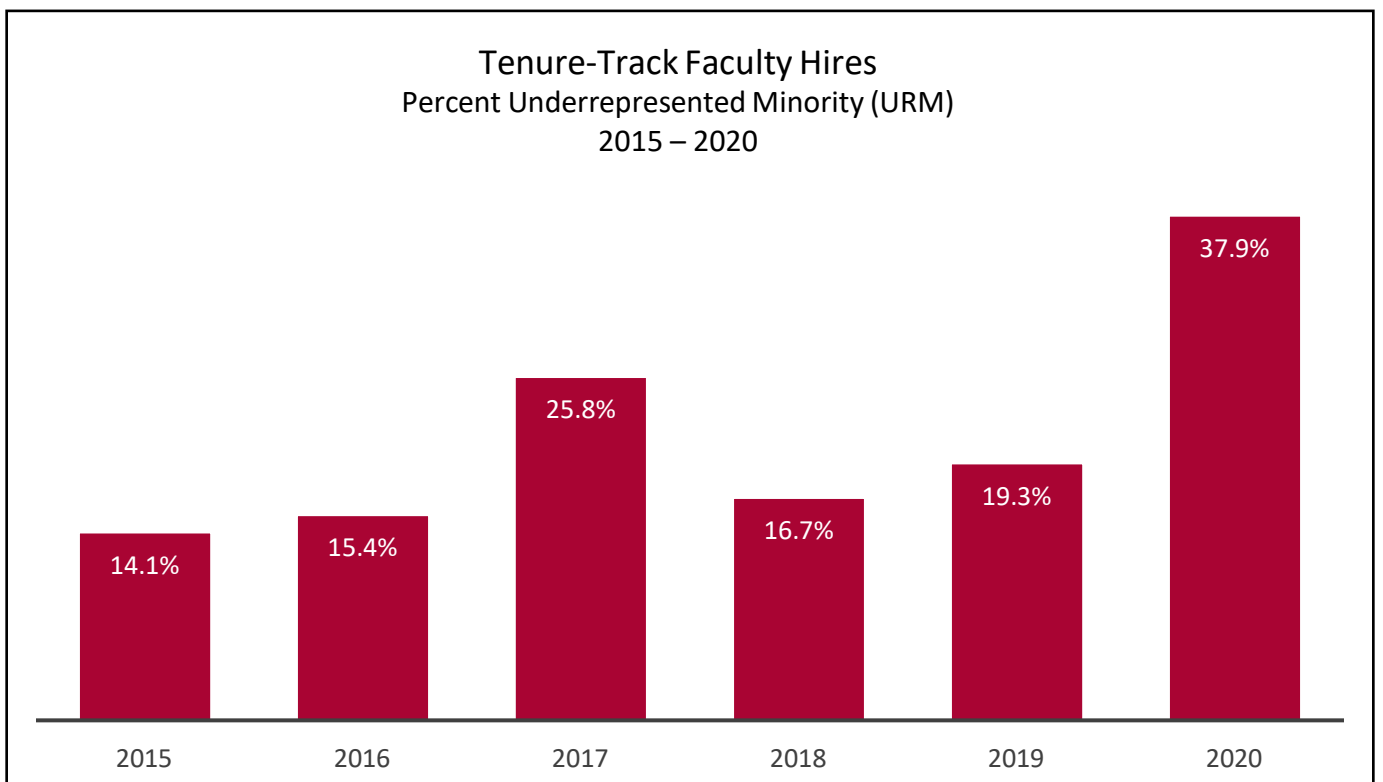
Koji Chávez, Assistant Professor

(Ph. D., Sociology) Featured Hiring Workshop Expert on stereotypes and implicit bias. Chávez focuses on inequality-producing processes within organizations, concentrating on ways gender, race, ethnicity, and “foreignness” influence job candidate evaluations and legitimization of hiring decisions.



Faculty Strategic Recruitment

In the past five years, IU Bloomington has made notable gains in faculty diversity as a result of both robust outreach efforts to attract outstanding scholars and major investments in strategic recruitment. In 2020, underrepresented minority (URM) scholars comprised 37.9 percent of tenure-track faculty hires, up from 14.1 percent in 2015. Campus investments in faculty diversity have increase from around \$900k in 2015, to \$2.4 million. Strategic recruitment involves the year-round collaborative efforts of campus leadership, deans, faculty, and staff.



Faculty Retention

National Center for Faculty Development & Diversity (NCFDD)

IU Bloomington is an institutional member of the NCFDD. This membership provides faculty members resources and strategies to improve their scholarly productivity, advance through the ranks, extend their scholarly networks, thrive in a scholarly community, and achieve greater work-life balance. Each year, the deans and the Office of the Vice Provost for Faculty and Academic Affairs sponsor 45 faculty members who participate as fellows in the NCFDD Faculty Success Program.

Participants (pictured on right) of January 2020 NCFDD faculty workshop hosted by OVPDI focusing on time management and productivity, professional relations and mentor mapping, accountability, and support networks, as well as early-career challenges.



Collaborative on Academic Careers in Higher Education (COACHE) Survey

IU Bloomington is one of over 250 colleges and universities participating, since 2005, in the COACHE faculty satisfaction survey, conducted by the Harvard Graduate School of Education. The most recent satisfaction survey was completed in Spring 2019 by 968 IU Bloomington tenure and non-tenure track faculty, results highlighted below.

73%

FACULTY SATISFIED OR VERY SATISFIED WITH IU BLOOMINGTON AS A PLACE TO WORK

72%

IU BLOOMINGTON FACULTY WOULD AGAIN CHOOSE TO WORK AT IU BLOOMINGTON

93%

FACULTY WOULD RECOMMEND THEIR DEPARTMENT TO A CANDIDATE FOR A FACULTY POSITION

Our campus has expanded our participation to include COACHE Faculty Retention and Exit Survey. This multiyear study will allow us to collect information on full-time faculty who received a retention offer or voluntarily moved to another university. This survey is led by the Office of the Vice Provost for Faculty and Academic Affairs, more information can be found on vpfaa.indiana.edu.



OVPDI Deans Diversity Conversations

The Office of the Vice Provost for Diversity and Inclusion works with deans around diversity, equity and inclusion issues, unit strategic diversity plans, and their recruitment and retention efforts. The above photo features deans and their school diversity leadership participating in a February 2020 workshop hosted by OVPDI. The presentation and exchange on *Enacting Inclusive Excellence in Higher Education: From Institutional Diversity to Intercultural Competence*, by Dr. Michael Goh, Vice President for Equity and Diversity at the University of Minnesota. Fifty-four attendees participated in the interactive workshop focusing on building relationships and offering the opportunity to discuss challenges and effective strategies relating to equity and inclusion.



Michael Goh, Ph.D.,
Vice President for Equity and Diversity at the University of Minnesota
 an interdisciplinary intercultural educator who has applied an interculturalist or culturally intelligent framework on multicultural and international counseling psychology, teacher education, and the practice of student development and inclusive excellence in higher education.

Digital Measures - Activity Insight (DMAI) Taskforce

The DMAI Taskforce was created following conversations with deans to address the current use of a "diversity" checkbox for faculty to indicate which of their teaching, service or research activities had a diversity component. There is a very general definition of diversity and it is up to the faculty member what gets coded. The indicator has become almost useless for this reason. Vice Provost Nieto-Phillips is part of the taskforce leading development of Best Practices for Inclusive Pedagogy and rubric to assess the implementation and impact.

Anti-Racist Initiatives and Collaborations

IU Bloomington Building Names Committee

In July 2020, IU President Michael McRobbie and the Board of Trustees asked each campus to carry out “a systematic review of all named buildings or structures on all campuses of Indiana University with the goal of trying to identify any of these where the person after whom these buildings or structures are named has been found to have held views in statements, writings or publicly, inimical to the fundamental values of the university and where there is a case for considering the removal of their present names.”

The request followed the renaming of IU Bloomington’s intramural center after Bill Garrett, among the first African Americans to play in the Big Ten. A name review committee determined that the intramural center’s previous namesake, former IU Trustee Ora L. Wildermuth, had expressed support for racial segregation, and thereby advanced views inimical to IU’s core values and mission as a public institution. The following month, President McRobbie appointed a focused review committee to examine buildings and structures named for former IU President David Starr Jordan. In its September 2020 report, the committee recommended removal of Jordan’s name from IU Bloomington’s facilities.

Pursuant to President McRobbie’s and the Trustees’ request in October 2020 Provost Lauren Robel created the IUB Name Review Committee, selected its members from faculty, student, and administrative ranks, and designated two co-chairs: the Hon. Sarah Evans Barker, Senior Judge, US District Court for Southern for the Southern District of Indiana and Vice Provost John Nieto-Phillips. Provost Robel’s charge to the committee was to undertake a review of the nearly 1,000 named buildings, structures, and spaces on the Bloomington campus.

Indiana University Racial Justice Research Fund

The IU Racial Justice Research Fund was jointly supported by the offices of the Vice President for Diversity, Equity and Multicultural Affairs James Wimbush and the Vice President for Research Fred Cate, the fund supported grants providing start-up funding of up to \$15,000 each for research by IU faculty focused on racial equity and justice. The fund connected researchers with the university’s Foundation Relations, Business Partnerships, and Research Development teams to help the investigators secure external funding for race-related research. This initiative provided a way to engage some of IU’s best researchers in tackling racial equity and justice issues at a pivotal time in our nation’s history. The funding was made available to tenure- and non-tenure-track faculty on all IU campuses, without regard for field or discipline. Black researchers, or efforts that involve black graduate students or partnerships with black colleagues in other universities, industry, government, or not-for-profit organizations were encouraged to apply. Vice Provost John Nieto-Phillips served on the Racial Justice Research Fund Review Committee which eventually awarded more than seventy grants. The IU Bloomington School of Public Health Department of Applied Health Science Associate Professor Priscilla Barnes, Ph.D. (pictured on right) will receive financial support for her project, “Exploring the Racial Justice Conversation in Midwestern Rural Communities: A Content Analysis of Newspaper Media in 31 Southern Rural Indiana Counties.”



IU Pandemic Health Disparities Fund (PHDF)

The IU Office of the President created the IU Pandemic Health Disparities Fund to address the COVID-19 pandemic and its disproportionate impact on African American and Hispanic communities. The PHDF was developed with an initial investment of \$1 million. The fund was designed to expand access to essential health and wellness resources and provided students with financial assistance to secure food, housing, utilities, technology, childcare, and employment. Additionally, the fund sought to recruit, train, and retain a diverse and culturally competent counseling staff; and partner with regional agencies and service providers to offer alternative counseling options. By the end of 2020 more than 400 students across IU campuses received aid.

Campus Diversity & Engagement

Educational Advisory Board (EAB) 360 Equity Audit

Indiana University is committed to talented students of all economic backgrounds. To uphold access for all, IU continually analyzes the effects of our policies across the board on minoritized communities. Such efforts include the recent participation in an equity audit designed by the award-winning higher-education research firm Educational Advisory Board (EAB). As described by EAB, the “equity audit is a holistic assessment of policies and practices across eight areas that will keep equity at the center of financial, operational, and academic decision making for your COVID-19 response and recovery.” The IU Bloomington 360-Degree Student Equity Audit was led by Associate Vice President for Diversity, Equity and Multicultural Affairs, Lem Watson. Vice Provost, John Nieto-Phillips serves on the committee appointed to address actionable ways we can improve on a number of items including Social and Racial Division, Social Distancing and Isolation, Off-Campus Living, and other factors influencing disparities.



Katelyn King, Sophomore O’Neill School of Public & Environmental Affairs, Management Major

She is an LGBTQ+ activist and educator serving in many capacities across campus. She is the Director of Programming for the up-and-coming Queer Student Union; a Diversity Ambassador for the O’Neill Office of Diversity, Equity, and Inclusion; and a student-staff member at the LGBTQ+ Culture Center where she helps

coordinate the Training Workshops program. She is an advocate for LGBTQ+ and mental health education and believes that much of society’s discrimination and stigma is based in lack of exposure and fear of the unknown. As a result, she works in each of the aforementioned capacities to bring LGBTQ+ issues to the minds of those who have yet to consider them deeply. We are grateful for Katelyn’s participation in the OVPDI monthly diversity leadership dialogues offering student insight and perspective for the IU Bloomington administration.



**Students and Administrators participate in the
Monthly OVPDI Student Diversity Dialogue Session
in March 2020**

OVPDI

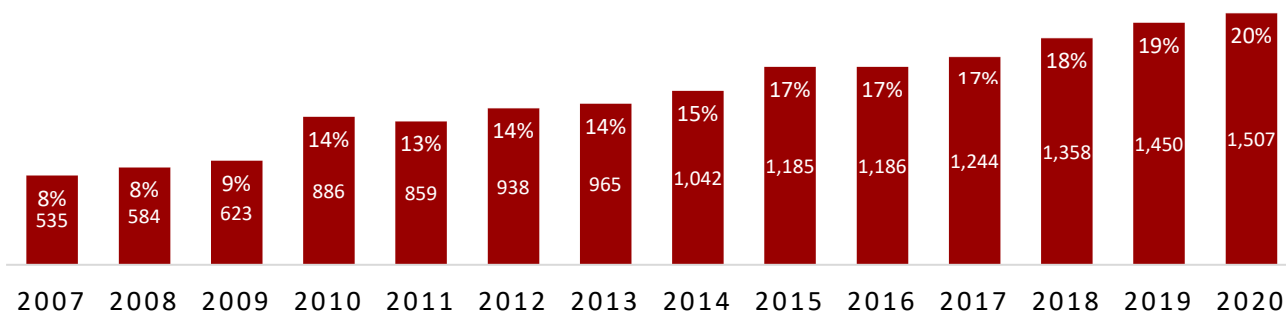
Postdoctoral Fellow

Nikeetha Farfan D’Souza



Dr. Nikeetha Farfan D’Souza is a postdoctoral fellow in the Office of the Vice Provost for Diversity and Inclusion (OVPDI). She received her Ph.D. from Clemson University in Curriculum & Instruction, with an emphasis in science education. Dr. Farfan D’Souza leads student-facing initiatives to support the development of inclusive learning practices for underrepresented and marginalized students. Her portfolio involves: collaborations with the Dean of Students Office and the CommUnity Education (CUE) Program to assess diversity education initiatives, the School of Public Health for the Learning Analytics Fellows Program Grant, leading CITL DEI Workshop Series in science, technology, engineering, and math (STEM) education, and developing IRB protocols and research design for Sloan Equity & Inclusion in STEM Introductory Courses (SEISMIC) at IUB. Nikeetha coordinates the monthly dialogue luncheons that build robust communication between students and campus administration; and research practices of inclusion and success among marginalized students of STEM including a critical quantitative analysis of disabled student experiences in P-16 STEM education.

Underrepresented Minority Beginners



IU Bloomington Campus (Percent of Total Beginners)

Includes African American, Hispanic, and Native American.

*Beginning in 2010, also includes Hawaiian/Pacific Islander, and 2 or more races.

The percentage is of domestic students with known race/ethnicity.



Tiera Howleit, Junior

Political Science major and African American/African Diaspora Studies minor

From Indianapolis, Indiana, Tiera started at IU as a Groups Scholar for the G'18 cohort. Her goal is to practice civil rights law and go into political advocacy in the future. While here at IU, she has been a member of Voices of Hope and the African American Choral Ensemble (AACE). Tiera founded an organization, Black Collegians, in January of last year to help Black students become more actively engaged with politics and society as whole. This year, she is serving as the Executive Director for Diversity, Equity, and Inclusion for IUSG, member of the Dean of Students' Cabinet of Student Leaders and writes for the IDS Black Voices. Tiera co-leads a few projects here on campus, including a Black Lives Matter Mural initiative and a

curriculum initiative with the United Council for Equity. Aside from extracurriculars, she enjoys singing with her twin sister at events on campus and hopes to return to that someday soon. Additionally, Tiera enjoys cooking and spending time with family and friends. Tiera stated, *"While I am an active student leader here on campus and am now connected with many people, what keeps me going is that my work is helping someone else. I stand by this phrase once quoted by Shirley Chisholm: 'Service is the rent we pay for the privilege of living on this earth'."* We appreciate Tiera's leadership and participation in the OVPDI Student Leadership Dialogues and other initiatives.

Deferred Action for Childhood Arrivals (DACA)

Indiana University recognizes the value and necessity of a diverse and inclusive community to attain an exceptional and well-rounded education. All IU students, regardless of their background or country of origin, are welcome at Indiana University. IU continues its long-standing advocacy for expanded access to higher education for all IU students living in the United States, including specifically advocating for the continuation of DACA and for the equal treatment of such students for all educational programs. IU offers information on legislative updates, connection with resources, and campus-specific contacts, which Vice Provost John Nieto-Phillips serves for the Bloomington campus, pertaining to DACA at [DACA.IU.edu](https://daca.iu.edu).



2020 Higher Education Excellence in Diversity (HEED) Award

For the fourth year, IU Bloomington has been awarded the HEED award with the highest distinction of Diversity Champion. It is the only national award honoring U.S. colleges and universities that demonstrate a strong commitment to diversity and inclusion through their innovative programs and outreach; hiring practices for faculty and staff; and student recruitment, retention, and completion.

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