

IUPUI Diversity Vision

The vision for diversity is a clear statement, an inspiring word picture of where we would like IUPUI to be in 2-3 years.

We envision a world-renowned urban campus animated by the spirit of pluralism—the quest to appreciate difference, to seek understanding across social and cultural barriers, to risk transformation through interaction with others, and to empower populations underrepresented in American higher education.

IUPUI Diversity Mission

The Diversity Mission lists our organization's primary purpose in advancing diversity.

The Campus Community will pursue the following goals and objectives in order to realize our Campus Mission's strong commitment to diversity by:

Using education to develop the potential of all students, faculty and staff for their personal, social, and professional advancement;

Developing an inclusive community where differences can be understood, respected, and valued and;

Preparing our graduates to shape and influence our city, state, and global society

IUPUI Diversity Values

To advance diversity we believe in...

- Accountability
- Civility
- Collaboration
- Engagement
- Equity
- Ideas
- Inclusion
- Integrity
- Openness
- Respect
- Trust

IUPUI Diversity Goals

The following strategic goals are designed to achieve the mission and are expected to be accomplished within 2-3 years.

To achieve the diversity mission, IUPUI has committed itself to:

1. Goal: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Objectives:

A. Ensure that the entire student population is at least proportionate to Indiana's in accord with the service mission of each academic unit; those units with statewide missions will have goals reflective of the state whereas other units will have goals reflective of Central Indiana.

B. Create an internationally diverse community by enrolling and graduating students from other nations, providing a variety of opportunities for IUPUI students to study abroad.

2. Goal: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Objectives:

A. Increase the diversity within the senior leadership.

B. Increase the diversity within the faculty and staff to become more reflective of the desired student population.

C. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.

D. Establish high expectations for achievement and reward individuals for achieving these high expectations.

E. Enhance faculty and staff programs and activities that increase the sense of diversity.

3. Goal: Make diversity a strategic priority touching all aspects of the campus mission.

Objectives:

A. Ensure curriculum content and pedagogical strategies reflect a commitment to diversity.

B. Engage in research that is mindful of the human condition.

C. Maintain and enhance the library collections that reflect the full diversity of the human experience and commentary on it, and resist censorship or restriction of access to scholarly materials.

D. Ensure that civic engagement activities are experienced in a culturally relevant context.

E. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.

F. Offer a physical environment that is inviting and accessible for all students, faculty, staff and visitors which allows for full participations in the life and work of the IUPUI community.

G. Promote culturally competent practice.

H. Enhance programs and activities that increase the understanding of diversity.

I. Provide curricular, co-curricular and interdisciplinary activities that increase the ability of students to recognize their own cultural traditions and to understand and appreciate the diversity of the human experience, both within the United States and internationally.

4. Goal: Regularly assess, evaluate, improve, and communicate diversity efforts of IUPUI.

Objectives:

A. Establish appropriate measures and means to assess institutional progress in meeting these goals and objectives

B. Report publicly on progress.

C. Revise objectives, strategies, and goals as necessary to achieve the campus vision.

Adopted April 2007