

# IUPUI Staff Council Committee Annual Report 2012-2013

**Committee Name:** Staff Council Committee on Diversity, Equity and Inclusion

**Chair:** Aron DiBacco

**Members:** Vicki Bonds, Pinkie Evans, Avis Frieson, Pam King, Anthony Masseria, Lindsey Mosier, Andrew Myers, Jennifer Pease, Damon Spight,

Non SC member: David Heard

(Resigned during the year: Amelia Miller, Kibi Pryor)

**Action Items:**

Action Item(s)	Status
Renamed from Staff Council Diversity Committee to Staff Council Committee on Diversity, Equity and Inclusion	done
Changed status from ad hoc to standing committee, including writing "mission" of the group.	done
Organized first Staff Diversity Resource Fair	done, to be repeated in 2013/14
Established relationships with other individuals and groups concerned with DEI across campus and in positions of leadership.	ongoing
Represented staff diversity concerns in Strategic Planning and VC/DEI search processes.	done
Invited IUPUI speakers to meetings to educate members of group on wide range of DEI related concerns. These included disabilities, mental health issues, women, and Native American concerns and an overview of DEI efforts on campus.	ongoing
Established Staff Council support of annual heritage dinners with ads in MLK, Chavez, and Asian dinner programs.	Did all the ones that happened after we got off the ground.
Selected Multicultural Staff award winner from nominees for 2012/13. Revised rubric to better match staff criteria for 2013/14, Worked with Office of DEI to get written understanding of the award into the institutional record.	revisions and recording done selection committee ongoing

Conducting diversity training for SC reps and collected information on their concerns and interests in this area.	Done. Will use feedback in designing 2013/14 session if offered chance to do another.
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**Action Items to be carried over to 2013-2014:**

Action Item(s)	Status
Repeat Staff Diversity Resource Fair	expectation set, will start planning august 2013
Continue outreach to related individuals and groups	ongoing
Support annual heritage dinners with SD sponsorship in programs	Budget permitting, add Harvey Milk dinner in 2013/14.
Continue "group-education" discussions	May commit every other meeting to in-depth discussions.

**Suggested new action items for 2013-2014:**

Action Item(s)	Status
Offer diversity-related panels to Staff Council	initial conversations. Base in part on feedback from Feb 2013 session with SC reps.
Offer diversity-related panels to general staff	not yet started planning

Please attach any completed documents or recommendations made by your Committee during this report year.

- Bylaws proposal to move subcommittee from ad hoc to standing
- Flyer from 2013 Staff Diversity Resource Fair
- Multicultural Staff Award revisions, new rubric, and memo written to be sent to Staff Council President by the Vice Chancellor of Diversity, Equity and Inclusion.

**Report due: June 30, 2013**

**Submit to\*:** Karen Lee  
 Faculty Council Office  
 UL 3115N  
 IUPUI  
[klee2@iupui.edu](mailto:klee2@iupui.edu)

**\*Preferred submission method is via email.**

Candidate Name: \_\_\_\_\_ Evaluator: \_\_\_\_\_ Scoring Total: \_\_\_\_\_ Final Score: \_\_\_\_\_

Criteria	Excellent Impact	Moderate Impact	Slight Impact	Comments and Score
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1. Multicultural Program Participation	Candidate is an integral part of current and ongoing opportunities for diverse populations on campus/within the community	Candidate assists with current programming for diverse populations on campus/within the community	Candidate is a part of current programs for diverse populations on campus/within the community	
Score	3	2	1	
2. Multicultural Program Initiation	Candidate created, developed and led opportunities for diverse populations on campus/within the community	Candidate assisted in the development of new programs for diverse populations on campus/within the community	Candidate is a part of new programs for diverse populations on campus/within the community	
Score	3	2	1	
3. Multicultural Leadership Involvement	Candidate has taken on leadership roles in campus/community groups devoted to the interest of diverse populations	Candidate is an active member of group(s) devoted to the interest of diverse populations	Candidate is a member of a group(s) devoted to the interest of diverse populations	
Score	3	2	1	
4. Candidate has advanced the IUPUI Diversity Goal of Representational Diversity.	Candidate has worked toward achieving 3 or more of the objectives under this goal, or has demonstrated strong leadership toward at least one of the objectives.	Candidate has worked toward achieving 2 or more of the objectives under this goal, or has taken a leadership role toward at least one of the objectives.	Candidate has worked on 1 or more of the objectives under this goal.	
Score	3	2	1	

5. Candidate has advanced the IUPUI Diversity Goal of Curricular and Co-Curricular Transformation.	Candidate has worked toward achieving 3 or more of the objectives under this goal, or has demonstrated strong leadership toward at least 1 of the objectives.	Candidate has worked toward achieving 2 or more of the objectives under this goal, or has taken a leadership role toward at least one of the objectives.	Candidate has worked on 1 or more of the objectives under this goal.
Score	3	2	1
6. Candidate has advanced the IUPUI Diversity Goal of Campus Climate.	Candidate has worked toward achieving the 2 objectives under this goal, or has demonstrated strong leadership toward at least 1 of the objectives.	Candidate has worked toward achieving 1 or more of the objectives under this goal, or has taken a leadership role toward at least one of the objectives.	Candidate has worked on 1 or more of the objectives under this goal.
Score	3	2	1
7. Candidate has advanced the IUPUI Diversity Goal of Institutional Leadership & Commitment.	Candidate has worked toward achieving 1 or more of these goals or has demonstrated strong leadership toward at least 1 of the objectives.	Candidate has worked toward achieving 1 or more of these goals, or has taken a leadership role toward at least one of the objectives.	Candidate has worked on 1 or more of the objectives under this goal.
Score	3	2	1
9. Networking within Campus/Community Diversity Groups	Candidate has built relationships among a number of diverse groups on campus and/or within the community.	Candidate has encouraged relationships among a number of diverse groups on campus and/or within the community.	Candidate has participated in a number of diverse groups on campus and/or within the community.
Score	3	2	1

<p>10. Candidate brings to staff role attributes that are “outside of the box/rubric”. (NOTE: If points are assigned for this criterion, detail must be explained in the notes.)</p>	<p>Candidate consistently contributes to campus climate above and beyond reasonable expectations of their position and formal IUPUI civic engagement.</p> <p>Candidate can be counted on for occasional contribution toward campus climate when there is need.</p>
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Notes for Criteria #10:

Score	3	2	1
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**Four Dimensions of Diversity and Equity at IUPUI**

*(The following selected for this rubric. Complete list can be found at <http://diversity.iupui.edu/vision.htm>)*

**Representational Diversity (Criteria #4)**

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:**

1. Increase the diversity within the senior leadership.
2. Increase the diversity within the faculty and staff to become more reflective of the desired student population.
3. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her
4. Establish high expectations for achievement and reward individuals for achieving these high expectations.
5. Enhance faculty and staff programs and activities that increase the sense of diversity.

**Curricular and Co-Curricular Transformation (Criteria #5)**

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

**Objectives:**

1. Ensure curriculum content and pedagogical strategies reflect a commitment to diversity.
2. Engage in research, scholarship and creative activity that is mindful of the human condition.
3. 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.
4. Ensure that civic engagement activities are experienced in a culturally relevant context.
5. Promote culturally competent practices.
6. Enhance programs and activities that increase the understanding of diversity.
7. 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.

**Campus Climate (Criteria #6)**

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

**Objectives:**

1. Provide a civil learning and working environment free from discrimination so that each member of the IUPUI community can reach his/her highest potential.
2. 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.

**Institutional Leadership & Commitment (Criteria #7)**

1. Goal: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that

**Objectives:**

1. Increase the diversity within the campus leadership.
2. Goal: Regularly assess, evaluate, improve, and communicate diversity efforts of IUPUI.

**Objectives:**

1. Establish appropriate measures and means to assess institutional progress in meeting these goals and objectives.
2. Report publicly on progress.
3. Revise objectives, strategies, and goals as necessary to achieve the campus vision.

## Special Thanks

### Staff Council Committee on Diversity, Equity and Inclusion

Vicki Bonds  
Aron DiBacco  
Pinkie Evans  
Avis Frieson  
David Heard  
Lindsey Mosier  
Andrew Myers  
Anthony Masseria  
Pamela King  
Jennifer Pease  
Kibi Pryor  
Damon Spight

### Staff Council Communications Committee

Todd Herring, Chair

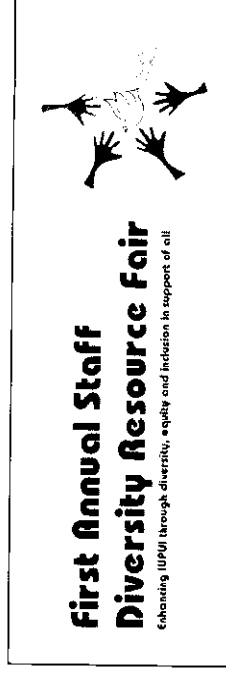
### IUPUI Staff Council

Lee Stone, President

### Office of Diversity, Equity and Inclusion

Flyer Graphic Design: Shannon Cooper

## Staff Diversity Resource Fair



**Tuesday, April 9, 2013**  
**Joseph T. Taylor Hall 104**  
Indiana University – Purdue University  
Indianapolis

## ***Participants***

1. **The IUPUI Office for Intergroup Dialogue and Civil Community**  
Daniel B. Griffith: 278-4230 or [igd@iupui.edu](mailto:igd@iupui.edu)  
[www.igd.iupui.edu](http://www.igd.iupui.edu).
2. **Critical Race Dialogues & Study Abroad Programs**  
Juhanna Rogers: [junroger@iupui.edu](mailto:junroger@iupui.edu)
3. **International Affairs**  
Dawn Whitehead: 274-3812 or [dmwhiteh@indiana.edu](mailto:dmwhiteh@indiana.edu)
4. **Adaptive Education Services**  
Pam King: 274-8819 or [pkking@iupui.edu](mailto:pkking@iupui.edu)
5. **MOSAIC** (UCOL faculty & staff diversity group)  
Khalilah Shabazz: 278-1795 or [shabazzk@iupui.edu](mailto:shabazzk@iupui.edu)
6. **Black Faculty Staff Council**  
Richard Bray: 274-3024 or [richbray@iupui.edu](mailto:richbray@iupui.edu)
7. **Latino Faculty Staff Council**  
Amanda Hellman: [ajzimmer@iupui.edu](mailto:ajzimmer@iupui.edu)
8. **Native American Faculty Staff Council**  
Charmayne Champion-Shaw: 274-8356 or [cchampion@iupui.edu](mailto:cchampion@iupui.edu)
9. **GBT Faculty Staff Council**  
Jayme Little: 274-1345 or [jlittle@iupui.edu](mailto:jlittle@iupui.edu)
10. **Asian and Pacific American Faculty Staff Council**  
Aye Nu Duerksen: [aduerkse@iupui.edu](mailto:aduerkse@iupui.edu)
11. **The Multicultural Success Center.**  
Ketwana Schoos: 278-8330 or [kdschoos@iupui.edu](mailto:kdschoos@iupui.edu)

1. **The Office of Diversity, Equity and Inclusion**  
Angela Espada: 274-2378 or [amespada@iupui.edu](mailto:amespada@iupui.edu)
2. **The IUPUI Office for Women**  
Kathy Grove: 278-3600 or [women@iupui.edu](mailto:women@iupui.edu)  
<http://ofw.iupui.edu/>
3. **The Office of Equal Opportunity**  
Marguerite Watkins: 274-2306 or [mhwatkin@iupui.edu](mailto:mhwatkin@iupui.edu)
4. **Louis Stokes Alliances for Minority Participation**  
Kim Nguyen: 274-1126 or [knguyen@iupui.edu](mailto:knguyen@iupui.edu)
5. **IUPUI Solutions Center**  
Tara Hobson-Prater: 274-0559 or [tlhobson@iupui.edu](mailto:tlhobson@iupui.edu)
6. **Fairbanks School of Public Health at IUPUI**  
Shawne Mathis: 278-0337 or [snmathis@iupui.edu](mailto:snmathis@iupui.edu)
7. **IUPUI Center for Adult and Lifelong Learning & Division of Continuing Studies Non-credit and Certificate Program**  
Jennifer Pease: [jpease@iupui.edu](mailto:jpease@iupui.edu)
8. **The IUPUI Office of Sustainability**  
Colleen McCormick: 278-1308 or [cjmccorm@iupui.edu](mailto:cjmccorm@iupui.edu)  
<http://sustainability.iupui.edu/>
9. **Indiana University Police Department**  
Officer David Briggs: 274-2059 or [dgbriiggs@iupui.edu](mailto:dgbriiggs@iupui.edu)
10. **The IUPUI Staff Council**  
Lee Stone (president): 278-6150 or [leestone@iupui.edu](mailto:leestone@iupui.edu)  
Karen Lee: 274-2215 or [klee2@iupui.edu](mailto:klee2@iupui.edu)  
*Staff Development:* Caitlin Deranak 278-8918 or [cderanek@iupui.edu](mailto:cderanek@iupui.edu)  
*SCDEI:* Aron DiBacco 274-8674 or [adibacco@iupui.edu](mailto:adibacco@iupui.edu)  
[www.iupui.edu/~scouncil/](http://www.iupui.edu/~scouncil/)



## Multicultural Impact Staff Award 2013

### “Supporting and Engaging Staff in Diversity at IUPUI”

Any member of the IUPUI community may nominate full-time staff members for this award, which will be given at the Chancellor’s Employee Recognition Ceremony in September 18, 2013. Two winners will be selected and awarded \$500 each.

The Multicultural Impact Staff Award is given to staff members who promote a campus climate where diversity is valued and accepted, expand our understanding and deepen appreciation of cultures from across the world, or champion social justice for all who work and learn at IUPUI.

The winner of this award should demonstrate merit not based only on the functions of his or her job, but also on extraordinary commitment beyond what would be considered satisfactory levels of job performance.

All nomination letters and the form below must be returned electronically to Jim Klenner by email at [jklenner@iupui.edu](mailto:jklenner@iupui.edu) by July 31, 2013, at 5:00 PM. Late nominations will not be accepted. In the nomination letter, please explain why you are nominating this staff member, and give concrete examples of how this staff member promotes diversity. Feel free to send any attachments to support your letter (e.g., resume, examples of his/her involvement on diversity initiatives). Staff members must be full-time employees of IUPUI to be considered for this award. Nominees will be informed of their nomination and asked to support the caliber of their impact with documentation if that documentation is not included in the nomination package.

Please share this information with your colleagues and feel free to make multiple nominations.

The selection committee is composed of the IUPUI Staff Council Rewards and Recognition and the Staff Council Committee on Diversity, Equity and Inclusion.

## Multicultural Impact Staff Award Nomination Form (cover)

The Multicultural Impact Staff Award acknowledges and honors the efforts of staff members who strive to promote understanding and appreciation of multiculturalism at IUPUI. Two Multicultural Impact Staff Award recipients will receive \$500 each. These awards will be given to full time staff members who have had significant impacts on campus life in the area of multiculturalism during the course of the 2012-2013 academic year and throughout their IUPUI careers.

Nominees will be evaluated on the following criteria:

- Multicultural program participation, initiation, and leadership
- Advancement of the IUPUI diversity goals of Representational Diversity, Curricular and Co-Curricular Transformation, Campus Climate, and Institutional Leadership & Commitment
- Contribution to the development and continuation of formal and informal networks of campus and community diversity groups.
- "Something extra" they bring to the nurturance of an authentically multicultural climate.

Nomination Process: Faculty members, administrators, staff, and students may nominate staff members deserving this award by completing the following form.

2012 Multicultural Impact Staff Award Nomination Form

Nominee Information

Name of Nominee: \_\_\_\_\_

Title: \_\_\_\_\_

Years of Service: \_\_\_\_\_

School or Department: \_\_\_\_\_

Telephone and E-mail: \_\_\_\_\_ @ \_\_\_\_\_

Campus  
Address: \_\_\_\_\_

Nominator Information

Name: \_\_\_\_\_

Title: \_\_\_\_\_

School or  
Department: \_\_\_\_\_

Telephone and E-mail: \_\_\_\_\_ @ \_\_\_\_\_

Campus  
Address: \_\_\_\_\_

Nomination Letter (Deadline: July 31, 2013, at 5:00 P.M. to [jklenner@iupui.edu](mailto:jklenner@iupui.edu))

In no more than a page for each nomination, please describe the nominee's contributions in the following areas.

- Multicultural program participation, initiation, and leadership
- Advancement of the IUPUI diversity goals of Representational Diversity, Curricular and Co-Curricular Transformation, Campus Climate, and Institutional Leadership & Commitment
- Contribution to the development and continuation of formal and informal networks of campus and community diversity groups.
- "Something extra" they bring to the nurturance of an authentically multicultural climate.

In addition to the nomination letter, the selection committee will need documentation of the nominee's impact, such as recommendation letters, resumes, and previous awards.

Current Bylaw:

None. The Staff Council Committee on Diversity, Equity and Inclusion was established as an ad-hoc committee by a motion passed at the July 2012 Executive Committee and is not currently mentioned in the Staff Council Bylaws.

Proposed amendment to Staff Council Bylaws, Article V, Section B (Committees):

The Committee on Diversity, Equity and Inclusion shall consist of no fewer than **five** members. This committee will be responsible for identifying formal **and** informal efforts supporting staff diversity, equity and inclusion at IUPUI; contributing to relevant IUPUI policies, practices, and procedures; and making the resources of Staff Council available for this work. **This includes providing access to staff, advocacy with administration, communication across campus, and opportunities for those creating a diverse and inclusive campus to meet and work together.**

*(Original statement: "The committee will also work towards enhancing IUPUI through diversity, equity and inclusion in support of all staff by advocating communication across campus, between staff and administration" - amended above)*

Rationale:

Standing Committees are constituted to perform a continuing function, and remain in existence permanently or for the life of the assembly that establishes them. RONR (10<sup>th</sup> ed.), p.473, I. 20.

This committee has been actively working towards their charge to enhance IUPUI through diversity, equity and inclusion in support of all staff. The committee requests a status change from ad-hoc to standing committee to continue this work and a motion requesting such change was made by Chair Aron DiBacco at the February 2012 Executive Committee meeting. The committee proposes the status change by way of this proposed amendment to the current Staff Council Bylaws

To: Kenneth Lee Stone, President, Staff Council  
Aron E. DiBacco, Chair, Staff Council Committee on Diversity, Equity and Inclusion  
James Klenner, Chair, Staff Council Rewards and Recognition Committee  
Karen E. Lee, Staff Council Coordinator  
Arlene Phillips, Fiscal Officer for Staff Council

From: Zebulun Davenport, Ed.D. Interim Assistant Chancellor for Diversity, Equity and Inclusion (DEI)/Vice Chancellor for Student Life

Date: July 3, 2013

Re: Development and Adoption of the Multicultural Impact Staff Award

The Multicultural Impact Staff Award ("the award") was created and first awarded in 2011. Conceived by the Assistant Chancellor of DEI and the chair of the (then) Staff Council Diversity Committee, it serves to 1) recognize and acknowledge staff who promote a campus climate where diversity is valued and accepted, 2) strengthen our understanding and appreciation of world cultures, and 3) champion social justice for all who work and learn at IUPUI. It is given annually at the Chancellor's Employee Recognition Ceremony and supports two of IUPUI's 2025 Strategic Initiatives:

- Strategic Initiative 7 (Develop Faculty and Staff), which addresses IUPUI's commitment to "invest in and develop its human capital in order for individuals to realize their fullest potential, contribute to institutional excellence, and succeed in this rapidly changing higher education environment."
- Strategic Initiative 9 (Promote an Inclusive Campus Climate), which addresses IUPUI's commitment to "nurture and promote a campus climate that seeks, values, and cultivates diversity in all of its forms and that provides conditions necessary for all campus community members to feel welcomed, supported, included, and valued by the campus and each other."

The award is the result of collaboration between the Office of DEI and the IUPUI Staff Council. The Office of DEI is the organizational sponsor of the award. It is this office that has final say on the parameters of the award and requests the release of funds from the Chancellor's Fund to pay the recipient of the award.

The award is publicized on the DEI website along with other campus diversity awards, the Academic Affairs website, and on the Awards and Scholarships page of the IUPUI Staff Council website. Two Staff Council committees work on the award each year. The Rewards and Recognition Committee manages the nomination process, collects nominations, and forwards them to the Staff Council Committee on Diversity, Equity and Inclusion (SCCDEI). The SCCDEI is responsible for selecting the winners from this pool of nominees and for proposing revisions to the rubric and nomination form based on current campus climate and needs.

Thank you for helping to administer this important staff award. Please let me know if you have any questions.

cc: Chancellor Charles Bantz

enc: Selection Rubric  
Nomination form