Equity, Diversity and Inclusion Council
Annual Report
May 5, 2022

I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to Ind. Code § 21-27-8-7 was implemented by Public Law 167-2007 after the passage of House Enrolled Act 1256. The Indiana Code requires the establishment of the Diversity Committee, which shall do the following:

- Review and recommend faculty employment policies concerning diversity issues.
- Review faculty and administration personnel complaints concerning diversity issues.
- Make recommendations to promote and maintain cultural diversity among faculty members.
- Make recommendations to promote recruitment and retention of minority students.
- Issue an annual report stating the findings, conclusions, and recommendations of the committee to the board.

The Equity, Diversity, and Inclusion Committee (EDIC) was formed in 2018 and replaced the Diversity Committee. The Council is an educative and advisory group composed of faculty, staff, and students from different racial/ethnic, social statuses, genders, sexual orientations, abilities, veteran status, and religions that reflect the diversity within the university community, as well as advocates for those groups.

II. Equity, Diversity and Inclusion Council (EDIC)

The mission and vision of the EDIC council align with the core value of the "Inclusive and Diverse Community" of the University of Southern Indiana's Strategic Plan.

Mission Statement: The mission of the Equity, Diversity and Inclusion Council (EDIC) of USI is to identify, understand, act upon, and evaluate initiatives and opportunities to promote inclusion for representation, involvement, and empowerment of diverse communities across campus.

Vision Statement: The vision of EDIC is to create an equitable environment where all can challenge thought and practice while embracing each other in our unique individualities to produce representation, involvement, and empowerment of all communities across campus.

Goals:

- Create and sustain a welcoming campus community that strives for structural diversity based on principles of equity and inclusion through leadership and action at all levels of the institution.
- Strengthen and improve the structural diversity of the University of Southern Indiana campus community.
- Cultivate mutually beneficial community-university partnerships that further the mission of the University with an emphasis on historically and currently underserved communities.

The Council uses the following definitions for its work.

Equity: Creating opportunities for equal access and success for historically underrepresented populations, such as racial and ethnic minority and low-income students, in three main areas:

- Representational equity, the proportional participation at all levels of an institution;
- Resource equity, the distribution of educational resources to close equity gaps; and
- Equity-mindedness, the demonstration of an awareness of and willingness to address equity issues among institutional leaders and staff.

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, physical or cognitive abilities, as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

Inclusion: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and communities (intellectual, social, cultural, geographical). This engagement with diversity has the potential to increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Accomplishments 2021-2022

- EDIC committees
- Campus Climate Survey findings shared campus-wide
- Established indicators
- Data collection method

EDIC Committees

In May 2021, we reported that five EDIC committees were formed in all colleges and Student Affairs, focusing on equity, diversity, and inclusion. This year Outreach and Engagement announced the establishment of an EDIC committee. The Pott College of Science, Engineering, and Education has expanded its reach and now has a student group focused on this work. The Student Government Association (SGA) has a dedicated position responsible for chairing the

SGA Equity, Diversity and Inclusion Committee. The responsibility for developing action plans continues to lie with members of the USI community.

Campus Climate Survey Presentations

This year USI hosted two-hybrid campus-wide presentations to the USI campus community to share the data from the Campus Climate survey and address attendees' questions. The first presentation, held on March 24, 2022, focused on how USI compared to other institutions on key indicators such as overall campus climate and how often members of the USI community experienced discrimination. The second presentation, held on April 7, 2022, focused on comparing the experiences of people with different identities within the USI community on these same indicators and, for example, examining how the experiences of men and women or White people and Black people within the USI community differ. Dr. Charles Blaich and Ms. Kathy Wise of the [Higher Education Data Sharing Consortium](#) (HEDS) were presenters. The presentations were recorded and are available for [viewing](#) on the University's dedicated web page for Equity, Diversity and Inclusion. You will also see the survey findings from USI's survey.

Indicators

On February 18, 2022, a Qualtrics survey and a rubric that included target performance indicators went out to the Student Government Association, all colleges, divisions, and governing bodies. The purpose of using the survey is to capture meaningful data that can serve as a benchmark and ensure uniformity. This year access, coherence, and practice-focused are the performance indicators. Areas of interest are curriculum and instruction development, student development (both intentional and holistic), and faculty and staff development. The results are critical as we continue to develop a roadmap of sustainability that all community members can use to execute strategies around the University's core value of an 'Inclusive and Diverse' community.

Data Collection

Data was received, coded, and analyzed. The following themes emerged, areas for improvement, budget constraints, lack of diverse faculty and staff, programming, and current faculty and staff. The first theme, areas of improvement, included training, education, scholarships, and accessibility. Budget constraints ranged from little to no funding for initiatives to tax code challenges. The lack of diversity included faculty, staff, and students. Reported comments consist of challenges with recruiting and retaining diverse populations in all segments of the University community. Respondents acknowledged that programming took place but in pockets and needed

materials and resources for course development. Regarding current faculty and staff, there were concerns about limited resources, lack of time, and that it is not a requirement.

Next Steps

First, continue to educate people about discrimination, harassment, and disparaging remarks that people from historically marginalized groups at USI experience. Second, researchers from Higher Education Data Sharing Consortium (HEDS) will conduct in-person focus groups with students and employees in the fall of 2022. It is critical to gather information on why some populations within our community experience discrimination and harassment. Focus groups will allow us to take a deeper dive into the findings. Last, continue to expand the reach through committees doing the work of equity, diversity, and inclusion.