

**Indiana University Southeast
Administrative Affairs
Diversity Plan for FY09
Final 7/15/08**

Introduction

Administrative Affairs is committed fully to supporting, actively participating in and contributing to achieving campus diversity goals and objectives. One of the primary goals in the current strategic plan is to strengthen and improve diversity programming, hiring, student recruitment, business practices and outreach. The objectives set forth to achieve this goal include the commitment to using diversity and equity as a guiding principle and the responsibility of the entire campus community; the improvement of our campus climate to reflect, respect and invite a diverse community; the creation of IUS as a model for diversity in Southern Indiana by increasing the diversity of our campus community to reflect the population of our service area at the very least.

Key Objectives

- An area of primary focus is educational in nature (e.g., programs, discussions, written materials, etc.) for all staff in Administrative Affairs.
- Each unit has completed an internal assessment which addresses potential areas of improvement in achieving divisional and unit goals and developed their respective plans.
- In general unit plans address hiring, programming, business practices and climate, the areas we believe we can and will have the most impact on to strengthen campus diversity.
- Ongoing assessment mechanisms will determine the results of unit efforts with regard to achieving unit diversity goals.

Annual Operating Plan – FY09

The Admin Affairs Diversity survey, completed in May 2008, highlighted some opportunities to provide programming for increased knowledge and awareness of diversity development and improve climate on campus.

Based on the survey the first goal is to provide targeted programming to staff members of Administrative Affairs over the next 12 month as identified

Each department in Administrative Affairs reviewed the survey results, their own unit

Report on progress will be quarterly. Measures will include the increase in number of MBE/WBE vendors for the campus.

Conference and Dining Services

Dining Services will focus on climate by changing menu offerings to coincide with cultural celebrations. Two – four cultural menu specialties during the academic year will be implemented with the student/campus life, diversity celebrations. Dining will meet with Campus Life to determine which ones will have the greatest impact, set the dates and work to involve student representatives of the respective cultures to select menu .
Report on progress will be at the end of each semester.

University Police

Police Department will focus on awareness of cultural differences and enhancing the climate on campus. They will identify cultures present on the campus and develop training to ensure officers and staff are aware of and sensitive to our various cultures to improve /strengthen community policing. The officers and staff will attend cultural awareness training/orientation by 3/2009. The officers will be in attendance and provide support to campus events including orientation. The PD will design and gather survey data for feedback/perceptions of officer engagement and the Police dept on campus by April 2009. Report on progress will be quarterly. Measures include survey results, number of campus events attended by PD members.

Administrative Affairs

Administrative Affairs Office will focus on improving the diversity climate by developing an Administrative Affairs Diversity committee. The purpose of the committee will be to increase engagement within Admin Affairs, develop educational events or programs focused on diversity (may include a diversity newsletter), and generally promote diversity within the division. The committee would meet bi-monthly with two representatives from each Department rotating attendance. One Director