

Diversity Mapping at IUPUI

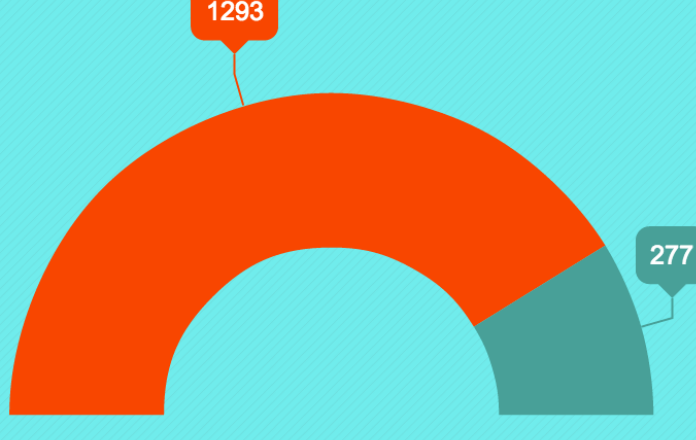
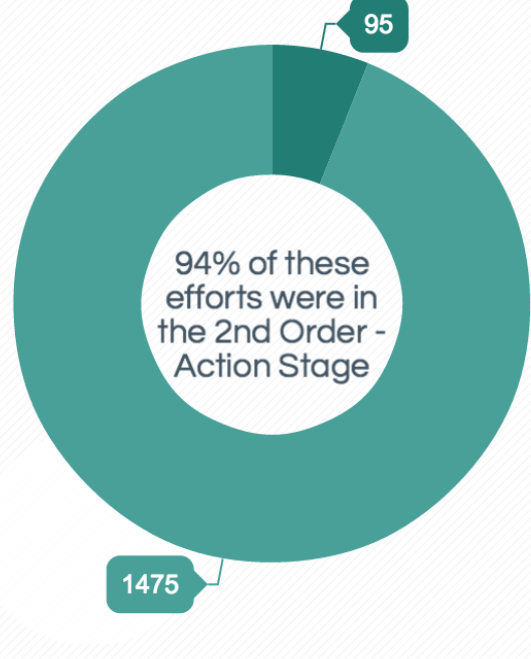
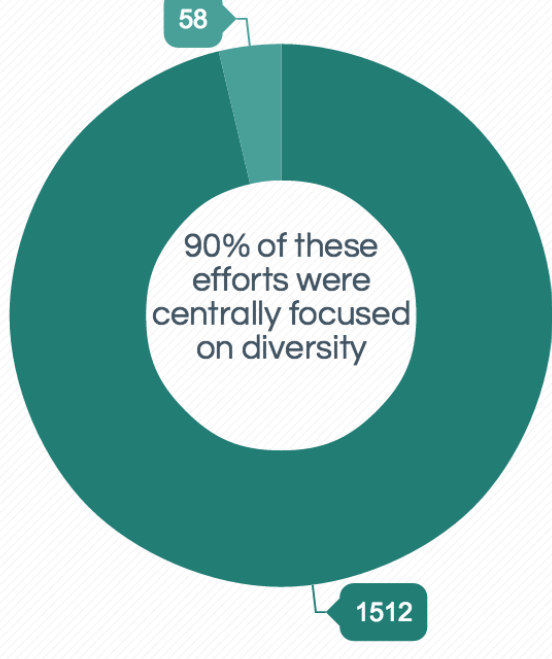
This infographic presents key findings from the diversity mapping of IUPUI conducted by Halualani & Associates in Fall 2015. For more detailed information, refer to the full report and diversity mappings on the IU website.



Overall Diversity Activity

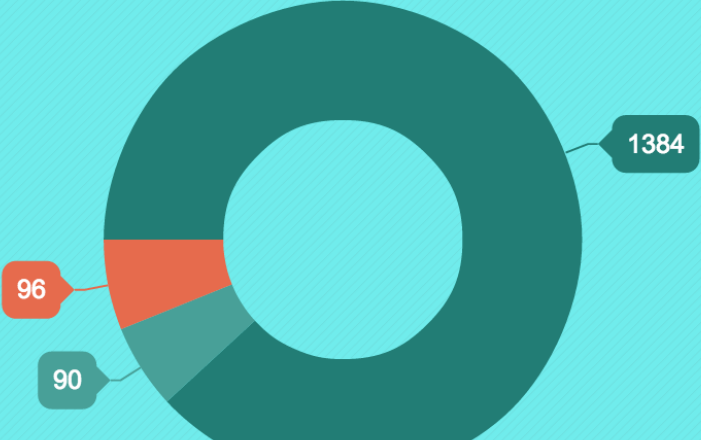
1570

Number of diversity efforts over the last five years



Topical Focus

The majority (82%) of diversity efforts were focused on specific group aspects (Latino/a students, female faculty, African American graduate students) rather than on diversity in general (18%).



The majority (88%) of diversity efforts were program-driven while 6% were student-initiated and 6% as university-wide.



All main divisions and academic schools participated in these efforts, with Academic Affairs as the leader.

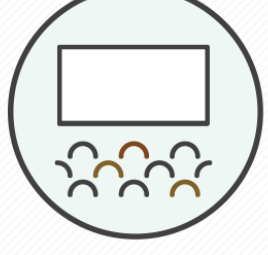


16% (251) of the diversity efforts were collaborations.

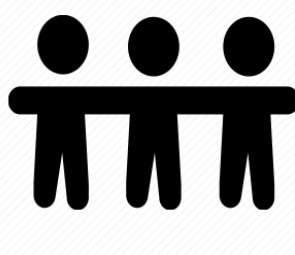
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The average number of divisions, programs, or units working together on each diversity effort

What Types of Diversity Efforts?



Events represent the largest category of diversity efforts.

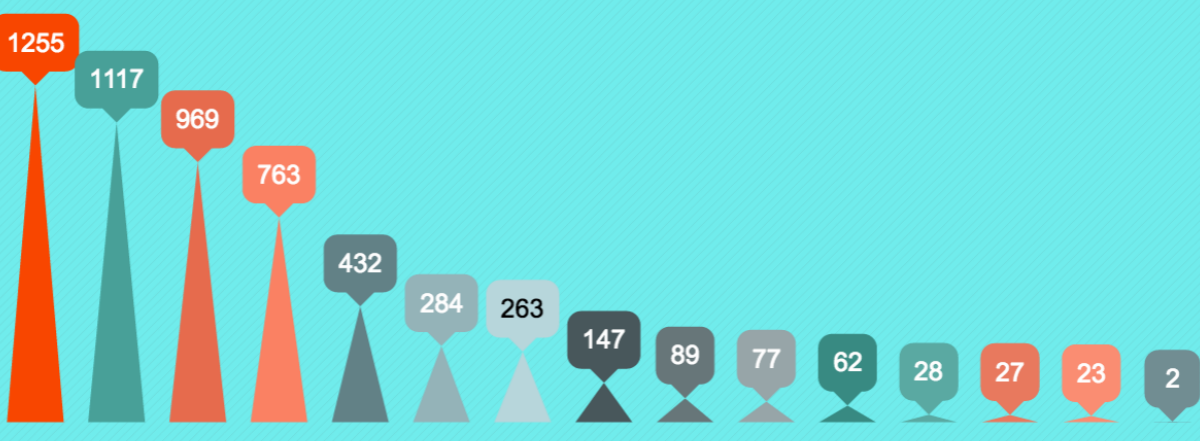


Student clubs represent the second largest category of diversity efforts.



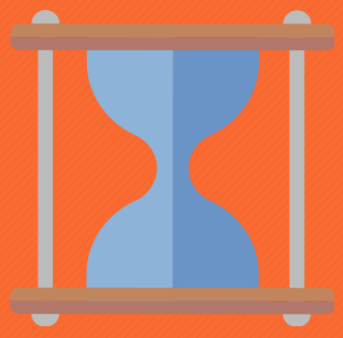
Mission statements represent the third largest category of diversity efforts.

Definitions of Diversity



IUPUI's diversity efforts mostly defined diversity as race/ethnicity (23%, 1255), gender (20%, 1117), intersectionalities (17%, 969), and socioeconomic status (14%, 763).

61% (956) of IUPUI's diversity efforts emphasized the cultural appreciation of differences while 38% (595) focused on historical underrepresentation and the importance of "unlocking the gates" of higher education and providing access to specific racial/ethnic and gender (women) groups. Only a smaller percentage of IUPUI's diversity efforts highlighted issues of power and inequalities in relation to diversity.



The majority of the efforts (mostly diversity-related events) had a shelf life of 1-2 years (66%, 1030).

Diversity-Related Events

950

The number of diversity-related events over the last five years

83% of the diversity-related events were one-time offerings while 17% recurred.



The diversity-related events top out at DELTA Level 1 - Knowledge Awareness (61%, 575) followed by Level 4 - Advanced Analysis (26%, 243). The higher DELTA Levels like Evaluation-Critique of Power Differences, should be engaged more.

Definitions of Diversity in Events

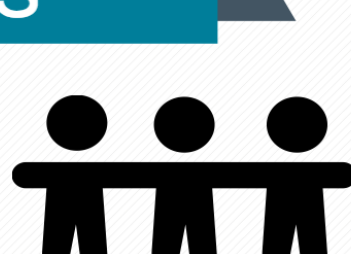


IUPUI's diversity-related events mostly defined diversity as race/ethnicity (22%, 818), intersectionalities (19%, 681), gender (18%, 667), and socioeconomic status (15%, 553).

Future Directions



PROCEED THROUGH WITH IUPUI'S STRATEGIC PLAN DIVERSITY GOALS



ALIGNMENT OF ACADEMIC SCHOOLS' DIVERSITY STRATEGIC GOALS TO THOSE OF IUPUI'S STRATEGIC PLAN



MORE STRUCTURED INTERCULTURAL INTERACTION OPPORTUNITIES OUT OF THE CLASSROOM



MORE EMPHASIS ON RETENTION-GRADUATION EFFORTS FOR DIVERSE GROUPS



RESPONSIVE ACTIONS TO IMPROVE THE CAMPUS CLIMATE EXPERIENCES FOR DIVERSE GROUPS