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**Diversity at IUPUI:**  
**Presented by the**  
**Community of Practice on**  
**Society and Culture (PUL)**

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2006 E. C. Moore Symposium  
Community of Practice

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# IUPUI Community of Practice – Understanding Diverse Societies and Cultures

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**Jack Price, Dept of Communication Studies**

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**Jeremy Shellhorn, Department of Visual Communications**

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# IUPUI

## Principles of Undergraduate Learning (PUL's)

1. **Core Communication and Quantitative Skills**
  2. **Critical Thinking**
  3. **Integration and Application of Knowledge**
  4. **Intellectual Depth, Breadth, and Adaptiveness**
  5. **Understanding Society and Culture**
  6. **Values and Ethics**
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# What we did last year, Moore 2005

## 1. Definitions

- Community of Practice, Society and Culture

## 2. Explain Introductory Expectations and sample assignments

## 3. Explain Intermediate Expectations and sample assignments

[http://www.opd.iupui.edu/coil/cop/society\\_culture/Presentations.htm](http://www.opd.iupui.edu/coil/cop/society_culture/Presentations.htm)

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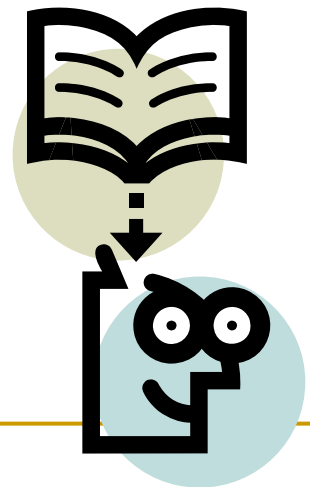
# What are we doing today?

1. Define Diversity
  2. Outline initiatives which exist at IUPUI
  3. Where do you get help?
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# Your Definition

- To try and get you in the mind set of our presentation.
- We would like you to take a minute to write down a definition of :

DIVERSITY



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# Diverse Diversity Statements

- Your blue handout is a list of diversity statements on the left and a list of organizations on the right.
  - Draw a line to connect them, match the diversity statements with the organization.
  - What is the value of a diversity statement?
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# ANSWERS

- A yellow sheet with answers will be handed out after our review for your future reference.
  - You can now check your answers with what we have found.
  - Lets see if you have matched them correctly, we will start at the first definition.
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# Diversity Game answers

- IUPUI Diversity Cabinet,  
<http://www.iupui.edu/diversity/cabinet.html>
  - We know the world beyond our borders is growing and changing. If our graduates are to succeed, we must prepare them for the world that awaits them. If our faculty are to succeed, we must provide them with the resources that expose them to a world of varied cultures and opinions. For our staff to succeed, we must continually educate and support them.
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# Diversity Game answers

- National Institutes of Health (NIH), <http://www.nih.gov/>
  - An environment where the most talented researchers from all groups participate, where the perspective in setting research priorities is balanced and broadened and where subjects from diverse backgrounds to are recruited into clinical research protocols to improve the Nation's capacity to address and eliminate health disparities and to improve the quality of the educational and training environment.
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# Diversity Game answers

- Diversity Mission Statement Department of English, <http://english.iupui.edu/diversitystatement.html>
  - Diversity is accepting, respecting, and recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political views, languages, or ideologies. Exploring these differences in a safe, positive, and nurturing environment creates understanding beyond simple tolerance, honoring and celebrating the varying aspects of diversity within individual identities
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# Diversity Game answers

- IUPUI Vision for Diversity Statement, <http://www.iupui.edu/diversity/vision.html>
  - At Indiana University Purdue University Indianapolis (IUPUI), diversity means three things: (1) diversity is an educational and social asset to be reflected in our learning and work objectives; (2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and (3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.
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# Diversity Game answers

- IU School of Dentistry, <http://www.iusd.iupui.edu/>
  - We have an active recruitment program that targets underrepresented minority students in elementary, middle and high schools for both dental and dental hygiene careers. It also has three student-groups that focus on underrepresented minority students as a mean to increase the diversity of our student body.
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# Diversity Game answers

- The IUPUI Office of International Affairs Statement on Diversity
  - Our mission is to infuse international diversity into the fabric of IUPUI, and to assure that international learning is available to all. We value and serve international students, as well as scholars, faculty, and staff, because they contribute a variety of skills, knowledge, languages, experiences, and diversity of thought to our campus. We respect the power of international learning, dialogue, and partnership to enrich our sources of knowledge, to reduce barriers among people, and to make us tolerant of ambiguity and humble in the face of difference. We frame our interactions with students, colleagues, and others with respect, openness, and reciprocity. We embed our international activities in a deep understanding of cultural, ethnic, national, and global contexts, and we assert that international diversity is a resource, not a threat, that provides basic principles of cross-cultural communication and understanding. We maintain that international learning develops a sense of responsibility and involvement in global and local issues of social inequality, human rights, conflict, health, and poverty. We value international education as means of providing diverse cultural frames of reference and alternate perspectives to think critically and solve problems in our communities and beyond.
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You have a yellow handout with  
the answers as a take away.

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How does your definition  
compare?

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# Campus Resources

- Qualifier:
    - This group does not endorse or condone any one initiative or group on our list.
  - Not a Complete List
    - These are just a few of the resources that we found, that does not mean there are not more. (Hence, a mission we have to gather the information)
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# Campus Level Resources

- **Diversity @ IUPUI:**  
<http://www.iupui.edu/diversity>
  - **Diversity Cabinet:** “The Diversity Cabinet was appointed to oversee the ultimate transformation of IUPUI from a campus that believes in diversity to a campus that lives its commitment to diversity.” Approximately 26 members from a cross section of the campus, inclusive of Chancellor Bantz, comprise the Cabinet.
  - **Diversity Performance Indicators:**  
[http://www.iport.iupui.edu/performance/perf\\_diversity.htm](http://www.iport.iupui.edu/performance/perf_diversity.htm)
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# Campus Level Resources

- **Office of the Vice Chancellor for Student Life and Diversity**
    - [http://www.life.iupui.edu/profiles/karen\\_whitney/index.asp](http://www.life.iupui.edu/profiles/karen_whitney/index.asp)
    - **Campus and Community Life (CCL):**  
<http://www.life.iupui.edu/culture/> They will visit your classroom and give information about what is happening on campus.
      - ❑ Adaptive Educational Services (AES)
      - ❑ Counseling and Psychological Services (CAPS)
  - **IUPUI Affirmative Action Office**
  - **Office of International Affairs**
    - <http://www.iupui.edu/~oia/>
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# Campus Teaching Resources

- **Office for Professional Development...**
    - **Office for Multicultural Professional Development (OMPD):**  
<http://www.opd.iupui.edu/ompd/index.htm>
    - **Diversity and Learning Website:**  
<http://www.opd.iupui.edu/diversity/>
    - **Teaching in Support of Student Success, Multicultural Teaching and Learning (online module)**
    - **Multicultural Online Resource Guide:**  
[http://www.opd.iupui.edu/diversity/resource\\_guide.htm](http://www.opd.iupui.edu/diversity/resource_guide.htm)
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# Student and Faculty Groups

- **Various Student Groups:**  
<http://www.iupui.edu/diversity/students/groups.html>
  - **Cultural Celebrations (CCL)**
    - ❑ Black History Month
    - ❑ Women's History Month
    - ❑ Asian American Pacific Islander Month
    - ❑ Hispanic Heritage Month
    - ❑ Coming Out Week
    - ❑ Native American Heritage Month
  - **Black Faculty and Staff Council:** advocates for faculty and staff professional development and student retention
  - **Latino Faculty and Staff Council:** advocates for student and faculty retention
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# Scholarships, Awards and Conferences:

**Office of Student Scholarships:** <http://www.iupui.edu/%7Escentral/>

**Diversity Research Scholars Program:**

<http://www.iupui.edu/%7Escentral/DSRPFresh.shtml>

**Diversity Scholarships**

- Indiana Hispanic Scholarship Foundation Award
- Norman Brown Diversity & Leadership Program

**The Ronald E. McNair Scholars Program:** <http://www.mcnair.iupui.edu/>

Federally funded effort to increase the numbers of low-income, first-generation, and underrepresented students who pursue the Ph.D. and seek careers in research and teaching in higher education.

**Sam H. Jones Community Service Scholarship Program (freshmen)**

**Joseph T. Taylor Award for Excellence in Diversity**

**University Conference on Diversity:**

[http://www.iupui.edu/diversity/events/conference\\_2005.html](http://www.iupui.edu/diversity/events/conference_2005.html)

**IUPUI Conference on Excellence in Diversity (DIG)**

**IUPUI Excellence in Diversity Fair (DIG)**

**Symposium Highlighting the Research of Faculty, Staff, and Students of Color (OMPD):** annual conference showcasing the research of faculty, staff, and students of color, and includes both poster and oral presentations.

**NEW: Multicultural Teaching and Learning Institute (Mar. 3, 2006)**

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A goal of our group:

Disseminate information to  
facilitate a broader discussion.

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# Areas of concern

- Lots of work on diversity, but little communication between units.
  - We don't want to duplicate efforts.
  - The essence of our group is trying to understand different groups.
  - IUPUI State of Diversity 2005, many issues and details.
  - We are trying to assist instructors with resources.
    - How do we translate campus level to classroom level?
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*Some of the cultural/diversity  
issues noted in  
I202, Social Informatics,  
over the span of four  
semesters*

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# Where do we find help?

- Male vs. female (3:1 male to female ratio; at least one female will drop out over the course of the semester due to child care/family issues)
  - Black vs. white (28% black)
  - Hispanic (4%; all but one were male)
  - Lesbian Gay Bisexual Transgender Questioning (LGBTQ)
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# Where do we find help?

- Students who are parents vs. students who are not
  - Students who are the first in their families to attend college (60% of IUPUI Freshmen)
  - Nontraditional students (>25) returning to school
  - Experience in work force vs. little work experience
  - Students working (full or part) vs. non-working (supported by parents or partners)
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# Where do we find help?

- Students who are the first in their families to attend college (parents often in the automotive industries)
  - Older students (>30) returning to school in order to change careers; already experienced in the work force vs. those with little work experience
  - Students working full or part-time vs. those supported by parents or spouses
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# Where do we find help?

- Students who have a military background or whose spouses are actively serving in Iraq or Afghanistan
  - Students from Jamaica, Turkey, India, Nigeria, England, Romania and Mexico
  - Muslim students wearing hijab.
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# Where do we find help?

- Students with various learning disabilities
  - Students with significant mental and emotional problems
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# Where do we find help?

- Students who are part of “techie” culture (usually white male dominated – tends to exclude most women and anyone over 30)
  - Students who are part of video gaming “culture” – excludes anyone who doesn’t play video games
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# WHY DO WE NEED HELP?

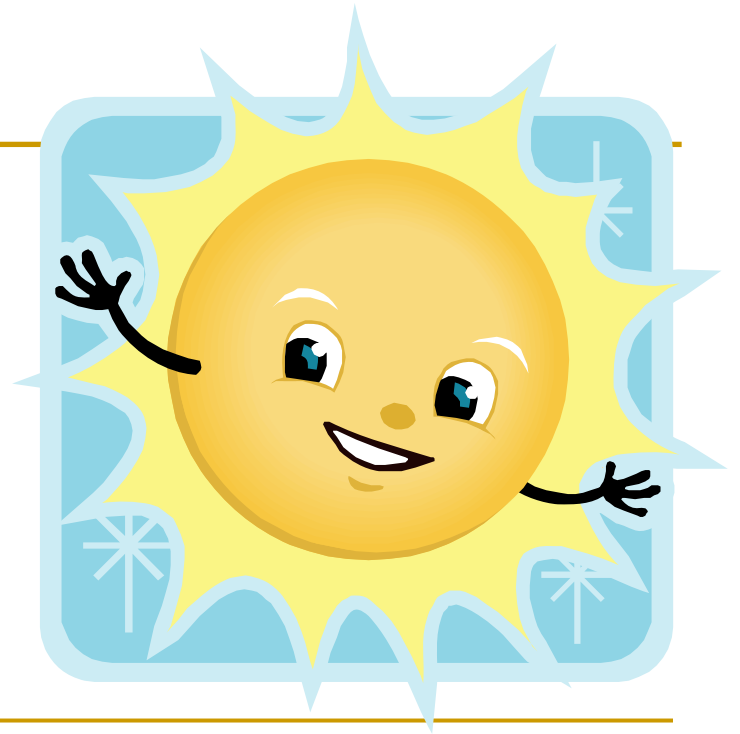
- Create a safe environment in the classroom.
  - There are different initiatives related diversity, but we don't see that as diversity. (military rules)
  - We want to help our students succeed.
  - Reach out to retain them, so we need to understand.
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# FUTURE

- Addition of Community related to Multi-Cultural Teaching
  - Add new members to continue conversations in our Community of Practice
  - If have interest, please email [dcyr@iupui.edu](mailto:dcyr@iupui.edu)
  - There is a handout on Communities of Practice in your handout.
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THANK YOU!



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And have a wonderful day!

## Diversity Matching Game

### Diversity Policy Statements

### Organizations

<p>We have an active recruitment program that targets underrepresented minority students in elementary, middle and high schools for both dental and dental hygiene careers. It also has three student-groups that focus on underrepresented minority students as a mean to increase the diversity of our student body.</p>		<p>NIH's definition of a diverse work place</p>
<p>An environment where the most talented researchers from all groups participate, where the perspective in setting research priorities is balanced and broadened and where subjects from diverse backgrounds to are recruited into clinical research protocols to improve the Nation's capacity to address and eliminate health disparities and to improve the quality of the educational and training environment.</p>		<p>Department of English Diversity Mission Statement</p>
<p>Our mission is to infuse international diversity into the fabric of IUPUI, and to assure that international learning is available to all. We value and serve international students, as well as scholars, faculty, and staff, because they contribute a variety of skills, knowledge, languages, experiences, and diversity of thought to our campus. We respect the power of international learning, dialogue, and partnership to enrich our sources of knowledge, to reduce barriers among people, and to make us tolerant of ambiguity and humble in the face of difference.</p>		<p>Dental school diversity initiatives</p>
<p>At Indiana University Purdue University Indianapolis (IUPUI), diversity means three things: (1) diversity is an educational and social asset to be reflected in our learning and work objectives; (2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and (3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.</p>		<p>The IUPUI Office of International Affairs Statement on Diversity</p>
<p>We know the world beyond our borders is growing and changing. If our graduates are to succeed, we must prepare them for the world that awaits them. If our faculty are to succeed, we must provide them with the resources that expose them to a world of varied cultures and opinions. For our staff to succeed, we must continually educate and support them.</p>		<p>IUPUI's Diversity Cabinet</p>
<p>Diversity is accepting, respecting, and recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political views, languages, or ideologies. Exploring these differences in a safe, positive, and nurturing environment creates understanding beyond simple tolerance, honoring and celebrating the varying aspects of diversity within individual identities</p>		<p>IUPUI Vision for Diversity</p>

## Key to the "Diversity Matching Game"

### Diversity Policy Statements

### Organizations

We have an active recruitment program that targets underrepresented minority students in elementary, middle and high schools for both dental and dental hygiene careers. It also has three student-groups that focus on underrepresented minority students as a mean to increase the diversity of our student body.

An environment where the most talented researchers from all groups participate, where the perspective in setting research priorities is balanced and broadened and where subjects from diverse backgrounds to are recruited into clinical research protocols to improve the Nation's capacity to address and eliminate health disparities and to improve the quality of the educational and training environment.

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NIH's definition of a diverse work place

Department of English Diversity Mission Statement

Dental school diversity initiatives

The IUPUI Office of International Affairs Statement on Diversity

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