Chief Diversity Office

Diversity, Equity, and Inclusion Update

Melissa Shivers
Vice President for Student Life
Interim Chief Diversity Officer

January 16, 2019
DEI priority: Improving the campus climate
par·a·digm shift
:a fundamental change in approach or underlying assumptions

From “Diversity” to “Diversity, Equity, and Inclusion”
Diversity, Equity, and Inclusion Definitions

• Diversity
  Represents the uniqueness of individuals and social groups based on myriad characteristics

• Equity
  The outcome that would be achieved if one’s demographics no longer predicted, in a statistical sense, how one fares¹

• Inclusion
  Exists when all members of the campus, regardless of their social identities, feels respected and valued at all levels of the organization²

¹ Adapted from Racial Equity Tools  ² Adapted from UCLA Equity, Diversity and Inclusion
DEI Paradigm Shift Training

• BUILD: Shifting the Paradigm from Diversity to Diversity, Equity, and Inclusion

January 31, 2019, 9-noon

February 5, 2019, 9-noon

For more information, please contact:
Brianna Marcelo brianna-marcelo@uiowa.edu
DEI Action Plan

- Aligned with UI Strategic Plan
- Strengthened by current DEI initiatives
- Informed by the Assessment of Campus Climate and DEI
- Informed by DEI research
- Created through inclusive process
## DEI Data Collection Efforts 2018

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Data Collection</th>
<th>Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty and Staff</td>
<td>2018 UI DEI Survey</td>
<td>Administration: Jan-Feb 2018</td>
</tr>
<tr>
<td></td>
<td>Strategic Listening Sessions</td>
<td>Convened: April 2018</td>
</tr>
<tr>
<td>Undergraduate Students</td>
<td>2018 SERU w/ “matched” DEI questions</td>
<td>Administration: March-May 2018</td>
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<td></td>
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</tr>
<tr>
<td>Graduate Students</td>
<td>2018 graduate version of SERU w/ “matched” DEI questions</td>
<td>Administration: March-May 2018</td>
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<td>Strategic Listening Sessions</td>
<td>Convened: Oct-Dec 2018</td>
</tr>
<tr>
<td>Professional Students, Post-Grad Trainees,</td>
<td>2018 graduate version of SERU w/ “matched” DEI questions</td>
<td>Administration: February-March 2019</td>
</tr>
<tr>
<td>Fellows</td>
<td>Strategic Listening Sessions</td>
<td>Planned for: April 2019</td>
</tr>
</tbody>
</table>
• What are colleges and units doing to advance diversity, equity and inclusion on our campus?

• What are our areas of strength? Where are we lacking?

• Based on the higher ed literature, what should we do to build upon past efforts and strengthen our efforts for the future?

• Recommendations will be included in the upcoming DEI Action Plan.

• Over 700 submissions
Hiring of new Associate Vice President for Diversity, Equity, and Inclusion
Title and Office Change

• Reflect the paradigm shift on campus
• Reflect national trends for similar positions
• Building a more inclusive and coordinated effort across colleges
• Emphasize the needs of faculty and staff
Innovative and Transformative Leadership

Areas of Emphasis:
• Recruitment and retention of faculty, staff, and students from underrepresented U.S. racial/ethnic minority groups
• Evaluate and proactively address the challenges and opportunities of the current campus culture
• Advocate for students of diverse backgrounds, identities, and experiences
• Facilitate a coordinated campus effort toward diversity, equity, and inclusion
Timeline

Fall Semester
• Scoping meetings with faculty, staff, students, and stakeholders
• Review of the job description and position title
• Recruitment – notification to campus and community requesting nominations
• Review of initial candidate pool

Spring Semester
• First round of interviews (February)
• Narrowing the pool of finalists (March)
DEI priority: Increasing retention and graduation rates of historically marginalized students

Division of Diversity, Equity, and Inclusion
## UI Student Enrollment by Ethnicity, Fall 2018

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American or Black</td>
<td>974</td>
<td>3.0%</td>
</tr>
<tr>
<td>Alaskan Native or American Indian</td>
<td>57</td>
<td>0.2%</td>
</tr>
<tr>
<td>Asian American</td>
<td>1,452</td>
<td>4.4%</td>
</tr>
<tr>
<td>Hispanic or Latin(a)</td>
<td>2,256</td>
<td>6.8%</td>
</tr>
<tr>
<td>International</td>
<td>3,056</td>
<td>9.3%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1,309</td>
<td>4.0%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>24</td>
<td>0.1%</td>
</tr>
<tr>
<td>White (Non-Hispanic), or Unknown Race</td>
<td>23,820</td>
<td>72.3%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>32,948</td>
<td></td>
</tr>
</tbody>
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Undergraduate Student 4 year Graduation Rate
by Race/Ethnicity & International Student Status
for Entering Fall Cohorts 2006-2014

Source: Fall 2008-Fall 2017 University of Iowa Data Warehouse. Categories not shown: Multi-racial and not reported.
Undergraduate Student 4 year Graduation Rate by URM Racial/Ethnic Group for Entering Fall Cohorts 2006-2014

Source: Fall 2008-Fall 2017 University of Iowa Data Warehouse. Categories not shown: Multi-racial and not reported.
Undergraduate Student Enrollment by Race/Ethnicity & International Student Status 2008-2018

Source: Fall 2008-Fall 2017 University of Iowa 2017-18 Data Digest and Fall 2018 from Office of Assessment.
Categories not shown: Multi-racial and not reported.
Graduate Student Enrollment by Race/Ethnicity &
International Student Status 2008-2018

Source: Fall 2008-Fall 2017 University of Iowa 2017-18 Data Digest and Fall 2018 from Office of Assessment.
Categories not shown: Multi-racial and not reported.
Graduate Student Enrollment by URM Racial/Ethnic Group 2008-2018

Source: Fall 2008-Fall 2017 University of Iowa 2017-18 Data Digest and Fall 2018 from Office of Assessment.
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<th>Racial Diversity 5-Year Summary</th>
<th>FY 2014 Percent Underrepresented Minority</th>
<th>FY 2019 Percent Underrepresented Minority</th>
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<td>Undergraduate Students</td>
<td>11.1%</td>
<td>14.2%</td>
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<td>8.6%</td>
<td>13.6%</td>
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<tr>
<td>Regular Staff</td>
<td>5.8%</td>
<td>7.6%</td>
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<td>6.9%</td>
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<td>7.1%</td>
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</tr>
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% Underrepresented Minority FY 2014 - FY 2019

- Undergraduate Students
- Graduate Students
- Regular Staff
- Regular Faculty
From the Student Perspective

WOWZA! My heart is exploding with happiness because of how excited I am for my classes this semester for one major reason: diversity. Most, if not all, had great diversity of ages, races, majors, genders, and backgrounds. I’m looking forward to engaging in classroom discussions where I know there will be a variety of perspectives and representation about important topics. Wow I’m excited. 😊😊😊
The Iowa Edge
The Iowa Edge Mission Statement

To foster transformative learning and leadership experiences among a diverse community of students to aid in the advancement of students’ educational aspirations and career success.
The Iowa Edge 2018 Report

First-Generation (60.15%)
Non First-Generation (39.85%)

133 Participants
- 13 States Represented
- 9 Storm Lake Scholars
- 83 Students from Iowa
The Iowa Edge 2018 Report

Popular Areas of Study

- Business: 18 majors
- Open Major: 13 majors
- Nursing: 10 majors
- Engineering: 10 majors
- Health & Hum. Phys.: 10 majors
- Biology: 9 majors
- Public Health: 9 majors

Edgers

- African American: 25 majors
- Asian American/Pacific Islander: 26 majors
- Multi-racial: 38 majors
- Latino/a: 43 majors
- Native American: 1 major

Division of Diversity, Equity, and Inclusion
The University of Iowa
“I would recommend this program to anyone who is a first year attending the University of Iowa. It was a great way to meet people and build a community before school.”

“I feel like being a part of the Iowa Edge program gave us a huge advantage over those who weren’t. Even before classes began, Edge students were already exposed to all of the available resources on campus, had connections with one another, and had a better college transition overall.”
American Talent Initiative

- 108 institutions
- Goal: Enroll and graduate 50,000 more high-achieving, low-income students by 2025
- Focus Areas:
  - Increase need-based aid
  - Close achievement gaps between low-income and high-income students
  - Ensure low-income students enroll, feel a sense of belonging and connection, and are retained
  - Engage in robust outreach to eligible students
  - Iowa has submitted initial plan including increasing need-based aid, connecting students to on-campus, mentored student employment, and continuing course transformation of high-stakes, gateway courses
DEI priority: Strengthening the recruitment and retention of underrepresented faculty and staff
The Office of the Provost

“The higher education literature is clear that a diverse, equitable and inclusive campus is inextricably linked to academic excellence. The Office of the Provost is committed to advancing faculty diversity in partnership with academic units and minoritized faculty, and we look forward to implementing research-informed strategies to make real progress at UI.”

– Kevin Kregel, associate provost for faculty
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Distinction *through* Diversity

- Three-year pilot project begun 7/1/18 and funded by the Department of Intercollegiate Athletics, Office of the Provost, and the Division of Diversity, Equity, and Inclusion

- Provides supplemental support recruitment and retention of outstanding tenured/tenure-track faculty in undergraduate-serving departments who will further UI’s goals to advance its academic mission through the recruitment and retention of underrepresented U.S. racial/ethnic minority (URM) faculty and students.

- To date, the *Distinction* fund has facilitated the hiring or retention of three URM faculty members
Office of the Provost 2018–2019
Faculty DEI Strategies

Recruitment
Retention
Advancement

Division of Diversity, Equity, and Inclusion
The University of Iowa
Diversity Resource Team Offerings

Building University of Iowa Leadership for Diversity (BUILD)
1:1 coaching opportunities

- Structured, non-judgmental, motivational resource that allows individuals to work one-on-one with a trained diversity resources member

- Participants will be able to take part in up to three 45-minute sessions

- Anyone currently enrolled in the BUILD certificate program is able to access the coaching program

- If you are new to BUILD or are considering participating, we encourage completing the program with a coach
Building Community and Connection  
August 16, 2018

Faculty and Staff of Color Welcome Reception
Recruitment Ambassador Program (RAP)  
Office of Equal Opportunity and Diversity

Re-launch of program

• Designed to enhance the university’s ability to recruit diverse applicants.

• Recruitment ambassadors are faculty and staff members who volunteer to help recruit prospective employees and act as liaisons between candidates and the university.

• Applications and nominations for the program available February 5. Visit the Office of Equal Opportunity and Diversity website.
HR Roadmap

Over the next two years, University Human Resources (UHR) and colleagues campus-wide will build on Talent@Iowa progress and pursue ideas that promise to impact HR practice and results.

- Talent Acquisition
- Onboarding
- Data Dashboards
- Leadership Roadmap
- Health Benefits Review
- Diversity, Equity, and Inclusion
  - mission-critical
  - embed in all talent practices
  - employee, HR & leadership competencies
- Workforce Planning & Development
- Operational Improvements
- Employee Experience

Building an Inclusive Culture
Bersin by Deloitte. bersin.com (2017)
Diversity, Equity, and Inclusion

1. Treat DEI as business-critical

**HR Objective:**
Communicate the criticality of diversity, equity and inclusion

**HR Accomplishments:**
- HR Vision Statement: “Human Resources provides leadership in shaping an inclusive culture that drives excellence and innovation by supporting talent, engagement, and the employee work experience.”

2. Move beyond diversity to diversity, equity & inclusion

**HR Objective:**
Strengthen employee knowledge, attitude and skills

**HR Accomplishments:**
- UI Pride Committee: offers a visible message of inclusion affirmation, and support of UI LGBTQ+ people and the greater communities
- TRANSWORKS; Trans Inclusivity Taskforce partnership
HR Objective:
Create an inclusive DEI culture

HR Accomplishments:
Leadership Development Programs
- Departmental Executive Officer Development Program, Office of the Provost partnership
- Executive Leadership Academy-Higher Education
- UI LEAD Program

4. Embed DEI into all talent practices

HR Objective:
Enhance employee recruitment process

HR Accomplishments:
- UI Recruiter DEI Training
- Diversity Recruitment Specialist
5. Provide resources that empower individuals to take action

**HR Objective:**
Develop resources to support employees in bringing their authentic self to work

**HR Accomplishments:**
- Staff language and Culture Services

6. Drive accountability, not metrics tracking

**HR Objective:**
Creative accountability by sharing metrics and goals

**HR Accomplishments:**
- Campus partnerships for sharing DEI efforts and strategic planning
DEI priority: Enhancing communication of the UI’s diversity, equity, and inclusion efforts
Telling our Story
DEI priority:
Increasing assessment and evaluation of programs, services, and initiatives
Assessment and Evaluation

DEI External Program Review

Overview
- Mission, vision and goals
- Structure and alignment
- Climate
- Organizational leadership

Self-study
- Content and context for reviewers

External reviewers
- Provide expertise and engage with stakeholders

Action Plan
- February 2019

Accountability for the plan and implementation
- Metrics
- Goals
- Department and Leadership Accountability
Thank you