

# Halualani and Associates Diversity Mapping Report

## Executive Summary

May 10, 2016

From the fall 2015 through spring 2016, Halualani & Associates conducted a diversity mapping of IU Northwest that examined its diversity activities and efforts that were completed January 1, 2010 through December 2015. In this mapping analysis, a “diversity effort” was defined as “any activity or program that promotes the active appreciation of all campus members in terms of their backgrounds, identities and experiences, as constituted by gender, socioeconomic class, political perspective, age, race, ethnicity, religion, sexual orientation, disability, regional origin, nationality, occupation and language, among others, as well as any activity or program that brings together any of these aspects.”

### Key findings:

- IU Northwest produced 259 active diversity efforts. This amount is equivalent to the amount that Halualani & Assoc. typically sees at institutions three times our size.
- IU Northwest’s diversity efforts are the result of a large-scale collaborative approach with all main campus divisions contributing to diversity activities over the last five years.
- A significant portion of IU Northwest’s diversity efforts are institutionalized and recurring with dedicated resources allocated to maintain continuity and demonstrate commitment. Additionally, 18% of the diversity efforts were connected to larger Indiana University diversity efforts driven by the Office of the President and Office of the Vice President of Diversity, Equity, & Multicultural Affairs (OVPDEMA).
- Halualani & Assoc. suggests IU Northwest more carefully define the campus strategic priorities and vision related to diversity. These goals should be included in IU Northwest’s Strategic Priorities and Objectives: 2015-2020 either as a separate strategic priority or interwoven throughout the four listed diversity-related priorities (student academic success, diversifying faculty in the larger goal of educational excellence, diverse community engagement, and diversity as a learning outcome in terms of student citizenship).
- In terms of Halualani & Assoc. Change Order sequence, IU Northwest’s diversity related programming is located in the second order stage. Meaning, IU Northwest has made a declarative effort to establish a commitment to diversity (Stage 1), and that commitment is demonstrated by action, efforts, and programming (Stage 2). To reach Stage 3, IU Northwest’s actions should be anchored to a strategic framework and positive impact should be measured. Stage 4 calls for transformative & culture changing practices.
- Further, the engagement level of the majority of the diversity efforts for the campus are in the lower DELTA (Diversity Engagement & Learning Taxonomy) levels (level 1-3; knowledge-awareness, skills, & interaction) rather than the higher levels (Level 4-7; advanced analysis, evaluation-critique, social agency & action, and innovative problem solving).

The report concludes with the observation that IU Northwest’s diversity efforts are predominantly specific-group focused as opposed to mainstream/generalized target audience, more emphasis could be devoted to alternate dimensions of diversity such as disabilities and veterans, IU Northwest should strive to develop activities that are in the higher DELTA levels of engagement, and significant attention should be given to diverse undergraduate and graduate recruitment and retention along with diverse faculty and staff recruitment and retention.

Submitted by James Wallace, Dir. ODEMA