



IUPUI

OFFICE OF COMMUNITY ENGAGEMENT

INDIANA UNIVERSITY–PURDUE UNIVERSITY
Indianapolis

Diversity Strategic Plan 2022-2025

(WORKING PLAN)

The Office of Community Engagement (OCE) was established through the 2014 IUPUI strategic planning process to support, promote and recognize campus engagement with the community and to develop a strategic approach to community engagement at IUPUI.

By 2022, priorities evolved to focus on mutually beneficial partnerships in Indianapolis neighborhoods with the city, Marion County schools, emerging contract training and professional development, institutional support for Hispanic and African American programs and initiatives, alignment with Indiana’s economic clusters, civic engagement, research and assessment.

The Office of Community Engagement commits to attracting and retaining staff and students, and developing and growing community partnerships through an inclusive and equitable growth and development strategy. Because diverse cultures, genders, racial and ethnic backgrounds contribute to a welcoming campus environment, we seek to weave diversity, equity and inclusion into all of our programs and operations. The goals, priorities and strategies in this diversity strategic plan are intended to provide a roadmap for continuous improvement towards achieving institutional and office goals through embracing diversity and inclusion.

The Office of Community Engagement will begin a personal and professional Diversity, Equity and Inclusion awareness campaign for all staff, beginning in October 2023 and continuing through the end of the academic year. Each staff member will be encouraged to participate in assessment and programs to self-evaluate their DEI awareness and share their reflections with staff in a small group setting.

DIVERSITY INDICATOR PRIORITY 1:

Demonstrate impact of diverse engagement programs and initiatives (*including but not limited to*):

- (a) Student success in pre-college programs
- (b) Attraction of diverse student enrollment to IUPUI
- (c) Campus partnerships and collaboration with diverse communities
- (d) Professional development and continuing education programs

Strategy A - Timeline: by December 31, 2023

- Conduct longitudinal study of in K-12 programs (IU SSC, Evening Tutoring Program, Student Learning Recovery Grant, Center for Leadership Development, BOSS Camp, etc.) in participation with the Division of Enrollment Management, to track participant progress to post-secondary education and college attendance.

Strategy B - Timeline: by December 31, 2023

- Support academic development, achievement, and socio-emotional skills for K-12 program participants across the State (92 counties) through the IU Student Success Corps.
- Facilitate engaged community partnerships around community-identified goals.

Strategy C - Timeline: First Check in Fall 2023

- Ensure the future success of students employed by OCE by supporting their growth, professional development, and learning.

Metrics:

- Evidence of connection between grade 9-12 student participation in programs, events and activities with college and career readiness, enrollment and retention.
- Document per county the number of grade 9-12 students tutored/mentored in programs, events and activities.
- Evidence of college and career progression for students hired by OCE.
- Collect, analyze, and share data and information on community partnerships.

DIVERSITY INDICATOR PRIORITY 2:

Attract, recruit, retain and grow a diverse workforce and diverse suppliers in our office.

Strategy A - Attract and Recruit - Timeline: Now through December 31, 2023

- Ensure that the value of equity and inclusion is stated in each position created
- Establish a diverse and knowledgeable search committee for all open positions
- Cast a wide and inclusive net in promoting the position's availability
- Develop a more inclusive, welcoming department summary statement that includes social justice in each position posting

Strategy B - Retain and Grow - Timeline: Now through December 31, 2023

- Initiate a Personal and Professional Diversity, Equity and Inclusion Awareness Campaign for all staff. Encourage employee participation in campus DEI initiatives including book clubs and diversity speakers. Routinely participate in campus and community opportunities to learn about diversity, equity and inclusion, including workshops, training and seminars.
- Employees who are interested in a higher level of continuous improvement in intercultural competency can participate in the Intercultural Competence Certificate, a four-course certificate available through the university. This program fosters personal and professional growth through interactive, in-depth conversations around culture and identity and the impact they have on our work. Complete four sessions to earn the certificate. Achievement will be recognized at the end of each calendar year.

Strategy C - Diverse Suppliers - Timeline: Now through June 30, 2023

- Increase minority WBE spend in OCE.
- Increase the number of minority suppliers in the IU System with the Director of Supplier Diversity, Richard Wise.
- Maintain quarterly meetings with underrepresented and small businesses to support their opportunities to receive contracts from IU and IUPUI.
- Encourage companies to attend Indiana Department of Administration XBE application training.

Metrics for Diverse Workforce:

- Staff completion of Intercultural Competence Certificate
- Staff participation in campus and community DEI initiatives including book clubs and speakers, workshops, training and seminars.
- Staff completion of awareness campaign.

Metrics for Diverse Suppliers:

- Increase number of minority suppliers for IU and IUPUI as an Anchor Institution.
- Set a goal for % of purchasing from local and minority vendors

DIVERSITY INDICATOR PRIORITY 3:

Develop a campus and community Advisory Board for the Office of Community Engagement

Strategy - Timeline: *Now through June 30, 2023*

- Develop a community and campus advisory board for the Office of Community Engagement.
- Identify and attract key community influencers who bring underrepresented voices to events; generating ideas for improved policy, a welcoming climate and attracting talent.

Metrics:

- Diversity of OCE Advisory Board

DIVERSITY INDICATOR PRIORITY 4:

Tell the story of IUPUI engagement through an inclusive, diverse and equitable lens.

Strategy - Timeline: *December 31, 2023*

- Publish articles, handbooks and digital materials in partnership with, and of value to, historically minoritized communities. Tell the IUPUI and OCE engagement story, partnerships, events, program, and initiatives.
- Ensure that the many ways the campus is engaged with diverse communities is adequately reflected in the Collaboratory.
- Generate reports and stories to share the excitement of excellent work in progress.
- Highlight public scholarship through online repository.
- Maintain the regular published Open Source *ENGAGE!* Journal.

Metrics:

- Connections with community partners that result in projects addressing community needs.
- Engagement on communications promoting diversity events and opportunities (posts, stories, click-throughs, likes, shares.)
- Publication of community engaged research articles from a diverse set of scholars.

APPENDIX 1

The Office of Community Engagement

Our mission

We cultivate knowledge, relationships, and resources through collaboration that:

- Contribute to healthy and vibrant communities
- Foster mutual growth, equity, and social justice
- Strengthen our commitment to democratic engagement
- Prepare civic-minded graduates and professionals for lives of engaged citizenship

Our vision

Our local and global partnerships will be distinguished for important contributions to economic development and community engagement.

Our strategic goals

We have three priorities that serve our mission and the IUPUI Strategic Plan.

We collaborate with communities by:

- Leading the campus's role as an anchor institution
- Facilitating democratically engaged partnerships with the community, including strategic neighborhood partnerships that address community-identified desires
- Supporting talent development, entrepreneurship, and innovation to spur economic development
- Developing global citizens and a global city by enhancing understanding of different cultures and promoting an inclusive and welcoming campus environment

We prepare students, faculty, and staff by:

- Preparing our students for lives of engaged citizenship
- Fostering the development of community-engaged scholars, practitioners, researchers, and staff
- Leading campus efforts to engage with the community in an ethical, strategic, and effective manner

We tell the story by:

- Developing and executing an effective communications strategy
- Providing information on engagement activities by collecting data and analyzing and translating it for decision making
- Developing internal office infrastructure to support a more effective approach to community engagement