O'NEILL
SCHOOL OF PUBLIC AND
ENVIRONMENTAL AFFAIRS
IUPUI

O'Neill Indianapolis Strategic DEI Plan for 2021-2023

Executive Summary:

The O'Neill Office of Diversity, Equity, and Inclusion (OODEI) at the Paul H. O'Neill School of Public and Environmental Affairs at IUPUI in collaboration with the O'Neill DEI strategic planning committee aims to implement a 5-prong strategic plan that aligns with the overall strategic goals of the university to support the diverse populations of underrepresented identities in order to create a culturally diverse and inclusive space. Our purpose is to create and implement strategic efforts to increase recruitment and retention of students, faculty and staff, enhance educational opportunities for professional development, and develop initiatives that center the experiences of those historically underrepresented communities in higher education. As a school, our efforts will work in tandem with all of O'Neill as well as the greater IUPUI community to enhance programming and resources. In order to create effective change, the university has charged us to use the following diversity indicators:

- **Diversity Indicator 1:** *Institutional Viability and Vitality*
- **Diversity Indicator 2:** *Education and Scholarship*
- **Diversity Indicator 3:** *Climate and Intergroup Relations*
- **Diversity Indicator 4:** *Access and Success*

To achieve these indicators our goals are as follows:

- **Goal 1:** *Develop organizational infrastructure related to DEI programs and initiatives*
- **Goal 2:** *Create ongoing educational opportunities to enhance knowledge of DEI issues*
- **Goal 3:** *Recruit underrepresented populations (faculty, staff, students)*
- **Goal 4:** *Retention of underrepresented populations (faculty, staff, students)*
- **Goal 5:** *Assessment of programming and policies as it relates to DEI*

For the purpose of this document we identify the following terms as:

Faculty - Includes tenure track faculty, and non-tenure-track faculty in addition to individuals who identify as instructors, adjunct faculty, and lecturers within the O'Neill system providing instructional learning opportunities and engagement.

Leadership - Includes dean, executive associate dean, associate and assistant deans, program/unit directors, The O'Neill Office for Diversity Equity and Inclusion and its operational arms including the O'Neill DEI Advisory Committee (ODAC) throughout O'Neill who provide overall organizational leadership that supports faculty, staff, and students.

Staff - Individuals in administrative roles including student services, academic advisors, student organization advisors, and other supporting staff within the O'Neill system providing service to administration, faculty, staff, and students.

Underrepresented – Refers to the historically marginalized groups within higher education and can include but are not limited race/ethnicity, nationality, gender identity, sexual orientation, religion, and socioeconomic status.

Strategies

Goal 1: *Develop organizational infrastructure related to DEI programs and initiatives*
Strategies:

- Ongoing communication with constituents to provide information on OODEI programs and initiatives and increase transparency between administration and faculty, staff, and students as it relates to DEI topics and efforts
- Embed DEI principles into the foundation of the organization through multiple touchpoints including but not limited, programming, research, teaching and service

Programmatic Examples

- Quarterly newsletter – (2x per semester)
  - **Timeline:** September/December 2021 & February/April 2022
- • DEI Certificate (7-week course) for faculty, staff and students
  - **Timeline: Fall/Spring 2021, 2022, 2023**
  - Communicate current initiatives, opportunities and efforts in order to demonstrate progress toward DEI goals

Goal 2: *Create ongoing educational opportunities to enhance knowledge of DEIJ issues for all O'Neill students and employees*

- Provide opportunities for DEI development to better understand the experiences of underrepresented identities within O'Neill.
- Support ongoing opportunities for meaningful conversations related to DEI issues for faculty, and staff in order to provide enhance skills in practicing inclusive excellence

Programmatic Examples

- OODEI Annual Summit (Fall)
  - **Responsible party:** OODEI, DEI Summit Planning Committee, and other faculty and staff as needed
  - **Timeline:** Fall 2021, 2022,
- DEI Certificate Program (7-week course) for faculty, staff, and students
  - **Responsible party:** OODEI
  - **Timeline:** Fall/Spring 2021, 2022, 2023

- Continued educational activities that focus on enhancing learning as it relates to DEI within curricular and co-curricular spaces for all O'Neill communities
  - **Responsible party:** OODEI and other faculty and staff as needed

Goal 3: *Recruit underrepresented populations (faculty, staff, students)*
- Intentionally identify and recruit populations of Black, Indigenous, and People of Color (BIPOC) faculty, staff and students in effort to diversify O'Neill community as well as people from other underrepresented identities.

Programmatic Examples
- Utilize innovative outreach techniques to yield BIPOC students
  - **Responsible party:** OODEI/Student Services, and other faculty and staff as needed
- Outreach to diverse newly admitted students
  - **Responsible party:** OODEI, Student Services, and other faculty and staff as needed
  - **Timeline:** Summer/Fall 2021
- Pre-college outreach conference for underrepresented students
  - **Responsible party:** OODEI, Student Services and other faculty and staff as needed
  - **Timeline: Fall 2021, Fall 2022**

Goal 4: *Retention of underrepresented populations (faculty, staff, students)*
- Cultivate a climate of inclusion by recognizing and valuing the accomplishments of all staff particularly those from underrepresented groups to create a sense of belonging and community

Programmatic Examples
- Publicly recognize the accomplishments of underrepresented faculty, staff, and students
  - Student Leadership Awards
    - Student's Choice - Faculty of the Year Award
      - **Responsible party:** OODEI & DEI Committee, Other faculty and staff as needed
      - **Timeline:** April 2022, 2023
  - Affinity Group Programming and Events
    - Affinity groups (identity/interest groups) can include but not limited to (Black student Union, Asian Law Student Association, Underrepresented Professional and Graduate Student Organization, LGBTQ Student Alliance, and etc.)
    - O'Neill leadership and faculty attendance/support of students
      - **Responsible party:** OODEI/Leadership (Dean's Office), O'Neill faculty and staff

- **Timeline:** Academic year
- Develop opportunities to foster a welcoming environment and community for underrepresented faculty, students, and staff.
    - Outreach to diverse newly admitted students
        - **Responsible party:** OODEI, Recruitment representatives, Other faculty and staff as needed
        - **Timeline:** Summer/Fall 2021, 2022, 2023
    - Welcome Reception
        - **Responsible party:** OODEI, DEI Committee, and other faculty and staff as needed
        - **Timeline:** Fall 2021, 2022
    - Increase communication during onboarding for faculty and staff to provide information related to programming and services
        - **Responsible party:** OODEI, unit directors and supervisors, Other faculty and staff as needed

Goal 5: *Assessment of programming and policies as it relates to DEI*
- Assessing DEI programs and initiatives in order to comprehend overall progress toward ongoing strategic goals
- Ongoing evaluation and assessment to of strategic goals as needed

Programmatic Examples
- Diversity scorecard and/or other tools used to measure and assess DEI initiatives and progress.
- Annual assessment of school progress toward diversity, equity and inclusion
- Annual review of strategic plan based upon the school-wide review after year one
- Establishing benchmarks for demographic diversity
- Conducting annual college-wide climate surveys for faculty, staff and students

    - **Timeline:** Annual
    - **Responsible party:** OODEI/Program Directors, Student Services