

# Office of Institutional Diversity and Inclusion

**2013-2014  
End of Year Report**

SOUTHERN ILLINOIS UNIVERSITY  
**EDWARDSVILLE**  
INSTITUTIONAL  
DIVERSITY & INCLUSION



Dear University Community,

The Office of Institutional Diversity and Inclusion is responsible for providing institutional leadership to create and sustain a culture that embraces and promotes diversity and inclusion in their broadest meanings. This leadership requires defining, assessing, and nurturing diversity and inclusion as institutional resources that support and enhance the mission and values of Southern Illinois University Edwardsville.

We had a very successful year. This end of year report summarizes some of the 2013-2014 accomplishments. You will also be informed of a few of our events for FY15. For more information on diversity and inclusion at SIUE, go to:  
<http://www.siue.edu/institutionaldiversityandinclusion>.

I hope you enjoy reading this report and that you find ways to get involved with diversity and inclusion at SIUE.

Respectfully,

*Venessa A. Brown, Ph.D.*  
*Associate Provost*

## **FY 2013-2014 Accomplishments**

### **University Diversity Council**

- Implemented the University Diversity Plan.  
Developed six (6) subcommittees.
- Developed the Champion for Diversity Award.
- Developed a programming report highlighting diversity and inclusion activities and initiatives across the entire university.
- Developed a multicultural center proposal which was approved by Chancellor Council. Implementation is scheduled for fall 2014.

### **Diversity and Inclusion**

- Applied for the HEED Award (Higher Education Excellence in Diversity Award).
- Worked with the Office of Compliance to develop an Affirmative Action Plan for all three campuses.
- Updated the LGBT Campus Climate Assessment Index.



## FY 2013-2014 Accomplishments, Cont.

### New Faculty

- ◇ SIUE welcomed 27 new faculty. To find out who they were go to:

*Embracing Diversity and Inclusion*  
Newsletter: Special Edition-Fall 2013

### Minority Recruitment and Retention

- Provided six faculty members with graduate assistants to assist with research projects.
- Provided faculty and staff with travel funds to attend national conferences.
- Provided funds for faculty to purchase diverse materials for diversity and inclusion courses.
- Provided funds for faculty to purchase laboratory equipment.
- Provided funds for an annual membership to advertise all posted jobs in *Diverse Magazine*.
- Advertised in *Diverse* and *Insight into Diversity Magazines*.
- Completed the Guidelines for Recruiting and Retaining a Diverse Workforce Manual in collaboration with other key departments.

**Developed and distributed** the *Embracing Diversity and Inclusion Newsletter*, A Quarterly newsletter designed to keep the campus community informed on diversity and inclusion initiatives. Take a look at some of the past editions at: <http://www.siue.edu/institutionaldiversityandinclusion/newsletter.shtml>

### Diversity and Inclusion Programming


- ◆ Provided \$1000 to Anthropology with other university partners to bring in a national speaker for university-wide diversity training.
- ◆ Provided \$800 for the university to become partners with the Hispanic Chamber of Commerce.
- ◆ Conducted four Diversifying Faculty in Illinois informational sessions.
- ◆ Conducted a Town Hall Meeting on Underage Drinking in collaboration with Intercollegiate Athletics.
- ◆ The *Diversity Film Series* included a number of films that were shown during the semester. Some of the films included *Memories of a Forgotten War*, *Shadow of Hate: A History of Intolerance in America*, and *Race: the Power of an Illusion*.
- ◆ The *Diversity Trainings* included three different workshops throughout the semester:
  - ⇒ *Ouch! That Stereotype Hurts.*
  - ⇒ *Gateways to Inclusion: Turning Tense Moments Into Productive Conversations.*
  - ⇒ *Is it Bias? Making Diversity Work.*

These workshops are engaging and include a lot of discussion. We hope to see you in the fall and spring. Check out the schedule at: <http://www.siue.edu/institutionaldiversityandinclusion/>

### Thanks to the following groups for participating in diversity and inclusion training:

- Chancellor's Council
- Provost Senior Staff
- Deans Council
- Enrollment Management
- ITS
- Springboard Leaders
- Office of Admissions
- There were also six open sessions provided throughout the academic year and a number of faculty, staff and students attended.

### Mentoring Programs

- **Faculty Mentoring Student Athletes** (Men's Basketball) had another successful year. Thanks to all of the faculty, coaches and student athletes for participating. We made it to the OVC Tournament and we look forward to another successful season. To get involved with intercollegiate athletics go to: <http://www.siuecougars.com/> 
- **Peer Consultant and Mentoring Program** for Faculty. If you are interested in being a part of this program contact: Drs. Ayse Evrensel & Isaac Blankson. For more information go to: <http://www.siue.edu/institutionaldiversityandinclusion/peerconsultant/>
- **Three New Mentoring Programs coming this fall:**
  - Faculty Mentoring Students with Disabilities
  - Administrative Professional Staff Mentoring
  - LGBT/Ally Mentoring Program (Safe Zone)

### Women Faculty and Staff Support

- Conducted and/or supported two book clubs for women faculty and staff (Presumed Incompetent and Trayvon Martin).
- Presented a trainer-trainer workshop on developing book clubs to generate open dialogue at the National Conference on Race and Ethnicity in Higher Education (NCORE) with a junior faculty.
- Secured a \$50,000 grant with the Department of Children and Family Services and invited two junior social work faculty as co-investigators.



# Safe Zone

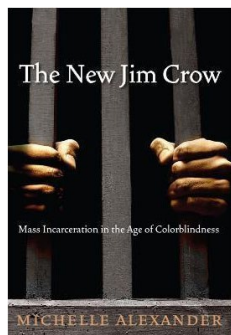
Safe Zone's mission at SIUE is to develop a campus community of allies and provide support to lesbian, gay, bisexual, and transgender (LGBT) students, faculty, and staff with the ultimate goal of developing SIUE as a safe and welcoming place for LGBT people. Safe Zone is funded by and reports to the Office of Institutional Diversity and Inclusion.

## Some of Safe Zone's 2013—2014 Accomplishments:

- Continued providing Ally training to faculty, staff and students in the Fall and Spring semesters.  
58 total registrants in Fall 2013  
38 total registrants in Spring 2014
- Developed an LGBT and Ally scholarship for students on campus.
- Held the 1<sup>st</sup> annual trivia night and collected approximately \$2000 for the scholarship fund.
- Reviewed 3-year strategic plan based on improvement of Campus Climate Index scores.
- Adopted committee operating papers to provide consistent leadership and organization to the committee.
- Attended the St. Louis Pride Festival and Parade for the first time in June 2013 and again in June 2014.
- Worked with several units on campus (Institutional Diversity and Inclusion, Campus Recreation, University Housing, Kimmel Student Involvement Center, Alumni Affairs, Student Affairs, and Athletics) to provide SIUE promotional items at Pride 2014.
- Collaborated with Alumni Affairs to collect information about LGBT-identified alumni and others who attended Pride Fest.
- Collaborated with Admissions by providing information about SIUE to festival attendees. Staff from admissions also helped staff the booth at the Pride Festival to answer questions from potential students.
- Selected one faculty member and one student to attend Camp Pride, a camp that helps college leaders with training and leadership skills related to LGBT topics on campus.
- Participated in the campus resource fair in early Fall semester and Earth Day fair in late Spring semester to promote visibility of committee on campus.
- Continued publication and distribution of the Safe Zone newsletter to campus community.
- Co-sponsored and organized 3<sup>rd</sup> annual LGBT Welcome Reception for new and transfer students, with Student Affairs office.
- Documented location of gender-neutral restrooms in buildings across campus and provided this information on our website.
- Sponsored Safe Chats series for continuing education to the SIUE community, with very popular and bright posters to market the series. Topics included:
  - PFLAG: Straight for Equality
  - A Panel Discussion on Coming Out
  - Transgender Awareness Panel
  - Saying I Do to Marriage: Advocacy Priorities for the LGBT Community
  - I'm Intersex and I Know it: Film and Discussion on Intersex
- Co-sponsored an event with GSA on **Trans\* and Gender Queer** with Jac Stringer.
- Upon request, facilitated Safe Zone training to the SIUE Police, Counseling and Health Services, Campus Activities Board, Campus Recreation Staff, and Resident Assistants.
- Collaborated with the MUC to advertise for the *We Are One* Grant.
- Attended the LGBT College Fair in Chicago with the Office of Admissions.
- Established Flickr account to archive photos from Safe Zone events.

To learn more about Safe Zone go to: <http://www.siue.edu/lgbt/>

## Coming this fall and spring.....



### ***Professional Development Discussion Book Clubs:***

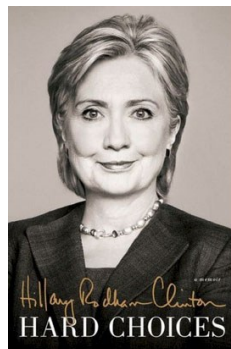
**Fall 2014 Book Club:** *The New Jim Crow:*

*Mass Incarcerations in the Age of Colorblindness,*

By Michelle Alexander.

Facilitated by: Dr. Sandra Weissinger and Dr. Venessa A. Brown

To sign up go to: <http://www.siue.edu/institutionaldiversityandinclusion/bookclubfall.shtml#Fall Book Club>



**Spring 2015 Book Club:** *Hard Choices,*

By Hillary Rodham Clinton.

Facilitated by: Dr. Carly Hayden Foster and Dr. Venessa A. Brown

To sign up go to: <http://www.siue.edu/institutionaldiversityandinclusion/bookclubspring.shtml#Spring Book Club>

## Champion for Diversity Award

The Office of Institutional Diversity and Inclusion, in collaboration with the University Diversity Council, would like to invite the SIUE community to nominate a faculty or staff member for the SIUE Champion for Diversity Award. This award is presented to a faculty or staff member who has demonstrated an exemplary level of dedication to SIUE's mission of fostering equal opportunity, positive interactions with students, staff and faculty, and who respects and values differing backgrounds and points of view within SIUE.

Nominations are open and should be received by August 22, 2014. The Champion for Diversity Award will be recognized annually during the Chancellor's State of the University Address and will consist of a plaque and \$500 donated to a University diversity project of the recipient's choice or to his/her departmental unit.

For further information and to nominate someone please go to:

<http://www.siue.edu/institutionaldiversityandinclusion/pdf/SIUEChampionforDiversityAward.pdf>

