

SOUTHERN ILLINOIS UNIVERSITY
EDWARDSVILLE

INSTITUTIONAL
DIVERSITY & INCLUSION

Annual Report
Office of Institutional
Diversity and Inclusion

FY 2015-2016

Overview of Diversity and Inclusion

Southern Illinois University Edwardsville (SIUE) recognizes and values the contributions made by diverse populations and seeks to make the University an even more attractive and inclusive place for people of all races, ethnicities, sexes, gender identities, sexual orientations, socioeconomic statuses, ages, abilities, religious beliefs, political beliefs, or other ideologies to study and work in a supportive, diverse environment.

SIUE was established in 1957 and now has more than 14,200 students on its academic campuses in Edwardsville, Alton, and East St. Louis. As one of the largest employers in Madison County, SIUE employs more than 3,500 people. With more than sixty percent of SIUE alumni living within 50 miles of campus, our graduates contribute their knowledge, skills and leadership toward the enrichment of their communities and our region.

The University's environment encourages and fosters the qualities expected of good citizens, such as integrity, service, stewardship, involvement and respect for individuals as well as an appreciation for diversity. In order to continue advancing the development of full human potential, we must build on this diversity. To focus and enhance SIUE's efforts at increasing diversity and promoting inclusion, the University established the "We Are One" Campaign. This initiative was conceived to celebrate differences in the SIUE community and showcase the campus as a safe and welcoming place for students, faculty, staff and visitors. The campaign's goal is to cultivate a community of citizens dedicated to enrichment through encouraging race and international relations, as well as socioeconomic, sexual orientation, disability, and age diversity on campus.

This Annual Report highlights some of the accomplishments by the Office of Institutional Diversity and Inclusion here at SIUE.

Southern Illinois University Edwardsville Statement on Diversity

The SIUE Statement on Diversity reflects SIUE's commitment to recognizing and valuing the contributions of the breadth of humankind. This statement, adopted in April 2013, replaces an earlier version:

All societies and peoples have contributed to the rich mix of contemporary humanity. In order to achieve domestic and international peace, social justice and the development of full human potential, we must build on this diversity and inclusion.

- Southern Illinois University Edwardsville nurtures an open, respectful, and welcoming climate that facilitates learning and work. Each member of the University is responsible for contributing to such a campus environment.

- Southern Illinois University Edwardsville is committed to education that explores the historic significance of diversity in order to understand the present and to better enable our community to engage the future.
- Integral to this commitment, Southern Illinois University Edwardsville strives for a student body and a workforce that is both diverse and inclusive.

FY 2015-2016 Accomplishments:

Objective 1: Create a supportive environment that is welcoming for all individuals.

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- Ongoing

Objective 2: Collect and organize data to systematically and effectively assess progress and to align/realign programs intended to enhance diversity.

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- Achieved and ongoing

Objective 3: Recruit and retain greater numbers of minorities into faculty, staff and administrative positions (including Deans, Chairs, and Vice Chancellors).

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- Faculty Strategic Hiring Initiative: Funding will be provided for the next five years to diversify the faculty by hiring excellent members from groups underrepresented at SIUE

Objective 4: Recruit, retain, and graduate greater numbers of racial/ethnic minority and other underrepresented students.

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- International student population was up 150 students this year over last year. (August 28, 2015)
 - Enrollment and retention data:
74.44% cohort retention
68% African American retention
 - First Generation, a level of concern: AAM 61%, White 72.4%, Asian 77%, Hispanic 61.7% (September 18, 2015)
 - Overall Retention:
AAM 67%, White 77%, Latino 65% (September 18, 2015)
 - 422 international students in Fall 2015, a slight increase (October 16, 2015)
 - Meridian Scholars Program: invited a diverse group of students (February 26, 2016)

Objective 5: Develop and implement diversity and inclusive activities and programs designed to increase awareness of diversity and inclusion issues among students, faculty and staff at all levels.

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- Achieved and ongoing

Objective 6: Develop a Multicultural Center on campus that will provide diversity and inclusion activities designed to increase awareness at all levels.

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- **Multicultural Center opened in November, 2014**
 - Hot Topic Tuesdays (September 18, 2015)
 - Educational Film Series
 - Book Club
 - Cultural Heritage Month Events, e.g. Hispanic Heritage Event, Native American Heritage Event, Chinese New Year, etc.
 - Phenomenal Women's Luncheon (March, 22 2016)
 - Blue Ribbon Campaign: Prevent Child Abuse (April 14, 2016)

Objective 7: Encourage academic and academic support units to develop models of excellence for increasing diversity and inclusion and fostering a respect for inclusiveness.

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- Haven Training is a new requirement for student registration, this program is intended to provide students, faculty or staff with tools and skill set be an ally to someone who has experienced sexual or interpersonal violence, or stalking. (October 16, 2015)
 - Faculty and Staff Mentoring Students with Disabilities
 - Faculty and Staff Mentoring Student Athletes
 - 78% increase in registration of students with Disability Support Services, with an increase of 5-10% per year. (August 28, 2015)
 - Counseling services now has a multicultural counselor, who will help encourage students of color to utilize counseling services. (October 16, 2015)

Objective 8: Recognize and celebrate diversity and inclusion efforts throughout the University Community.

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- New Initiatives: Black Lives Matter Conference (January 8, 2016) & Black Lives Matter Reloaded Conference (April 22, 2016)
 - New Association: The Black Faculty and Staff Association (August 28, 2015)
 - Public knowledge of the Chinese Faculty and Staff Association