

TABLE OF CONTENTS

Letter from the Associate Chancellor and Chief Diversity Officer	3
Letter from Chancellor Randall Pembrook	4
Office of Institutional Diversity and Inclusion Accomplishments	5
University-wide Diversity and Inclusion Efforts Sustained Dialogue Biweekly Dialogues Safe Zone Accessible Campus Community & Equitable Student Support (ACCESS) Arts & Issues SIUE Police Committed to Diversity and Inclusion SIUE Partners with University of Costa Rica A Day with Dr. Cornel West Graduation Celebrations College and Schools Reports Office of Student Affairs Office of International Affairs Undergraduate Admissions Graduate and International Admissions	21
News and Media Headlines	76
HFFD Award 2017-2018	82



LETTER FROM THE ASSOCIATE CHANCELLOR AND CHIEF DIVERSITY OFFICER



The Office of Institutional Diversity and Inclusion has been working diligently this past year with many on campus to make diversity and inclusion a reality for every student, faculty, and staff member. We have provided programming and events to enrich the campus community, and created spaces for dialogue and discussion during these everchanging times.

Our most intensive efforts have been in the completion of the new 7-year SIUE Diversity and Inclusion Strategic Plan that will be in effect from 2018-2025, which we are proud to present in this report. This new Plan is the culmination of many conferences, summits, and discussions, and we believe it will help us to be more inclusive here at SIUE.

This annual report highlights some of our 2017-2018 accomplishments, as well as numerous campus-wide efforts, but it is by no means an exhaustive list. Championing diversity and inclusion is something we must all strive for daily, and we acknowledge and thank those who make SIUE the vibrant, diverse campus it is today.

For more information on diversity and inclusion at SIUE, go to: http://www.siue.edu/diversity.

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

Venessa A. Brown, MSW, Ph.D.

Associate Chancellor and Chief Diversity Officer

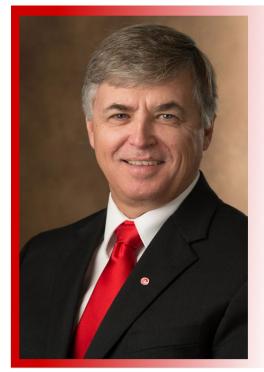
Campus Ethics Representative

Professor of Social Work

Southern Illinois University Edwardsville

Ven a Ban

LETTER FROM CHANCELLOR RANDALL PEMBROOK



Friends,

Diversity is a foundational element of our campus culture at SIUE and so we are excited to bring you the first annual Diversity Report summarizing and highlighting so many of our university activities pertaining to Diversity in 2017-18.

In the report, I think you will be impressed not only with the quantity and significance of the initiatives but also with the wide array of individuals and departments involved in creating Diversity programming. Our commitment is on display. That commitment is also underscored by our vision for the future as outlined in the Diversity and Inclusion Strategic Plan. I wish to express my sincere gratitude to the University Diversity Council members who worked diligently on that document in the last year. It is a valuable resource as we imagine our future.

As you will see, the report indicates the wide array of elements and activities that contribute to Diversity at SIUE—elements ranging from

music to food to field trips, from lectures and courses to enrollment activities and town halls. I know you will enjoy reviewing all of the various activities.

If you have questions about anything described or have suggestions about how to make our Diversity environment even more robust, please do not hesitate in contacting me or Dr. Venessa Brown, Associate Chancellor for Institutional Diversity and Inclusion.

Thanks and congratulations to all who have worked so hard to create a positive and supportive environment at SIUE. We look forward to even more dynamic elements in the future.

Sincerely,

Randall G. Pembrook, Chancellor

SIUE

Office of Institutional Diversity and Inclusion Accomplishments

The Office of Institutional Diversity and Inclusion is responsible for promoting a diverse and inclusive campus culture, and strives to do so through programs, events, conferences, discussions, trainings, and resources available to the campus community. As an institution-wide office, our goal is to see our work inform all areas of SIUE.

OFFICE OF INSTITUTIONAL DIVERSITY AND INCLUSION



The Office of Institutional Diversity and Inclusion (IDI) is responsible for providing institutional leadership by facilitating, creating and sustaining a campus climate that embraces and promotes diversity and inclusion in their broadest meanings. This leadership requires establishing priorities, policies and programs that support our mission as a leading public master's university.

IDI works with the administrative leadership team of the university to ensure that we recruit, develop, retain and engage a diverse group of students, faculty and staff with differing backgrounds, perspectives, interests and talents who will contribute to our mission and vision and live our values.

The Office of Institutional Diversity and Inclusion also works with campus leaders to ensure our core values of diversity, equity and inclusion are embedded in equal opportunity and non-discrimination practices. A strong partnership with all units on campus ensures we have campus-wide support for carrying out our institutional diversity and inclusion goals.

MISSION

The Office of Institutional Diversity and Inclusion will facilitate a campus climate where we embrace, appreciate, support and celebrate the diversity among the faculty, staff and students at Southern Illinois University Edwardsville.

VISION

The Office of Institutional Diversity and Inclusion will be Southern Illinois University Edwardsville's leader in advancing a culture of inclusive excellence that will be exemplified by:

- Creating a learning environment that supports a diverse and inclusive culture.
- Inspiring mutual respect among all members in its community.
- Committing to academic excellence in an open and harmonious campus environment.
- Recruiting individuals with diverse backgrounds, varying perspectives, and encouraging intellectual pursuits.

Programs, Events & Updates

The Office of Institutional Diversity and Inclusion's programs and events aim to foster learning, mutual respect, generative dialogue, and cross-campus collaboration. This academic year, these aims have been pursued through numerous initiatives and events. In this section we highlight these efforts to reflect on this year's accomplishments and our continued work to facilitate a campus climate where we embrace, appreciate, support and celebrate diversity.

OPEN CAMPUS COMMUNITY CONVERSATIONS

Students, faculty, staff and community gathered for four community conversations:

- Civil and Respectful Communication, Discourse & Debate: Learning how to talk to each other!
- What is Affirmative Action and What Should I Know?
- Why is the Historical Monument Conversation Important?
- Movement Building through LGBTQIA Zine-making





The first conversation explored how to have respectful classroom and workplace communication around tough topics related to politics, racial and ethnic identity, and differing views. The second conversation centered on Affirmative Action in higher education. Participants discussed whether or not affirmative action policies adequately compensate for centuries of racial, social, and economic oppression in our current context. For the third conversation, professors Katie Poole-Jones, Erik Alexander, and Jeff Manuel gave an enriching presentation that asked the question, "Why is the Historical Monument Conversation Important?" Attendees discussed how the ideas of the Lost Cause influence monument symbolism, as well as what should be done with our country's Confederate monuments and memorials that are now viewed as problematic. The fourth conversation provided participants with the opportunity to make a zine, an art based booklet that provides education and disseminates information from the perspective of the creator.



The Fall Book Club read Speak Right On: Conjuring the Slave Narrative of Dred Scott, a book that is one-fourth biography and threefourths fiction. Author Mary Neighbour visited the book club and discussed the historical depth behind the Dred Scott case.



NATIONAL DAY OF ENCOURAGEMENT

A positive impact in our campus community was made through celebrating this day dedicated to uplifting the people around us.



HISPANIC HERITAGE CELEBRATION

Hispanic Student Union, Gamma Phi Omega, and Alpha Psi Lambda shared food, dancing, and friendship with the campus community.



INTERNATIONAL DAY OF PEACE

Observed around the world, the International Day of Peace provided a platform for students to make pinwheels expressing their vision for a peaceful campus.



ITALIAN, POLISH, AND **GERMAN AMERICAN HERITAGE**

International students taught passersby Italian, Polish, and German phrases, geography, and history.



INTERNATIONAL DAY FOR THE ERADICATION OF **POVERTY**

In partnership with the Alliance for Students Against Poverty, the campus community was educated about poverty worldwide and in the Metro-East region.





CELEBRATING NATIONAL COMING OUT DAY

Students celebrated National Coming Out Day and the 29th anniversary of the National March on Washington for LGBTQIA Rights.





UNITED NATIONS DAY

Students learned about the Universal Declaration of Human Rights and how the UN impacts the world today, as well as the reasons why SIUE flies the United Nations flag.



NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

An interactive display board raised awareness about disability support services available at SIUE.

FALL CONFERENCE:

RACE DYNAMICS & RACISM ON TODAY'S CAMPUS =

Approximately 200 attendees gathered to do an institutional review in reference to the national climate, changing demographics in the country and across college campuses, and address recent racial incidents on the SIUE campus that go against the University's values.

In Chancellor Pembrook's welcome address to conference participants, he stated, "I read in The Chronicle of Higher Education that they reported 120 events of racial incidents across the country in the last quarter... This is a particularly important time to be having this conversation on race and racism on campus." Pembrook continued, "It is important that we stand up against racism and hate. We want to talk about policies and procedures, evaluate what we've done in the past few years, look at where we are making progress, and examine the areas where we still have work to do."

Chief Diversity Officer Dr. Venessa Brown challenged attendees to listen to each other and ask themselves the questions, "What do I need to learn to be a part of the change? What role do I play in ensuring institutional change here at SIUE?"

Conference highlights included Kenith Bergeron from the Midwest Regional Office of the U.S. Department of Justice; Dr. Jerrica Ampadu and Megan Robb's report on "The Changing





Demographics in Higher Education"; Terra Cole Brown and Dr. Jessica Harris' discussion of the Multicultural Organization Development scale; and various additional champions for diversity and inclusion on campus.

Terrell Jones, graduate assistant in University Housing, offered, "I enjoyed the conference because we were able to have an open dialogue about racial tension on our campus, so we can find definitive outlets and solutions for improving the situation."





HALLOWEEN FEST

Students celebrated the beginning of Día de los Muertos by decorating masks, enjoying traditional candy and sharing stories about family traditions.



NATIVE AMERICAN & ALASKA NATIVE HERITAGE MONTH

Information was shared from the Cahokia Mounds State Historic Site that is located just twelve miles from campus.



MIDDLE EASTERN CULTURAL **AWARENESS**

Students shared Middle Eastern culture, food, dress, dabke dance moves, and friendship.



TRANSGENDER DAY OF **REMEMBRANCE**

October 20th marks the day dedicated to those who have been killed as a result of transphobia. Students remembered those lost to violence with rose petals.



WORLD AIDS DAY

Students donned red ribbons to unite in the fight against HIV/AIDS and show support by working to end stigma.



ENCOUNTER NEPAL: FILM SHOWING OF HALLUCINOGEN HONEY HUNTERS

Nepalese students shared about life in Nepal through the film showing of Hallucinogen Honey Hunters, an educational display, and tips for climbing Mount Everest.

WEBINAR: MICROAGGRESSIONS, EQUITY & INCLUSION: LESSEN THE RACIAL DIVIDE TO CREATE AN INCLUSIVE CAMPUS CULTURE



Naomi Sigg, the Director of Multicultural Affairs at Case Western Reserve University, led a webinar aimed at equipping 42 campus faculty, staff, administrators and students to recognize campus dynamics, solicit student experiences, and implement strategies to lessen the racial divide and foster an inclusive culture that addresses microaggressions from the bottom up.

The webinar covered the following topic areas:

- Combating and addressing on-going debate of political correctness that stifles progress and spreads frustration
- Identifying and understanding microaggressions when they occur and the negative impact they have on your community
- Using dialogue and other tools to prevent exclusionary behaviors, policies, and structures
- Teaching students critical civic and communication skills they will take with them into their professional lives and implementing best practices from other campuses

PHENOMENAL WOMEN'S LUNCHEON =





In April, the Office of Institutional Diversity and Inclusion hosted its fourth annual Phenomenal Women's Luncheon. Out of the 69 women nominated from SIUE and the surrounding community, 17 were chosen to receive the 2018 Phenomenal Woman award, which honors and celebrates women from all walks of life who have made contributions to diversity and inclusion at SIUE, the region, the nation, and the world. Awardees shared words of encouragement with one another as integral leaders at SIUE.

"We often think about a phenomenal woman as someone who has achieved big things, which of course needs to be celebrated," said Dr. Suman Mishra, "but I think a phenomenal woman [is one] who pushes boundaries and challenges norms in small ways to bring about positive changes in the lives of people around her."

Award recipients include Rima Abusaid, Fannie Acoff, Lakesha Butler, Kimberly Carter, Jennifer Cline, Jennifer Harbaugh, Latavia Jo Harley, Efrosini "Effie" Hortis, Michelle Hudson, Husna Ibrahim, Suman Mishra, Tarsha Moore, Alison Reeves, Anne Runde, Elizabeth Stygar, Silvia Torres-Bowman, and Sandra Weissinger.



DIVERSITY AND INCLUSION STRATEGIC PLAN SPRING SUMMIT

Approximately 150 participants reviewed the four goals and associated objectives and strategies of the new 7-year SIUE Diversity and Inclusion Strategic Plan:

- Enhance recruitment for students of underrepresented groups for both undergraduate and graduate programs, and improve retention and graduation rates for underrepresented groups attending SIUE.
- Increase and retain the number of faculty, staff and administrators from underrepresented groups.
- Build a community that fosters learning, scholarship, and creative activities that reflect understanding of global diversity and a commitment to inclusion and social justice.
- Develop and maintain a campus climate that acknowledges, embraces, and celebrates diversity and inclusion as a core value of the SIUE Community.

Chief Diversity Officer Dr. Venessa Brown stated, "I am pleased to lead the University in implementing the goals and objectives outlined in the Diversity and Inclusion Strategic Plan... Special thanks to the chancellor, the University Diversity Council, and the entire campus community for their contributions and ongoing commitment in moving us toward inclusive excellence."

Another highlight was the introduction of a campus-wide online diversity training platform that was presented to attendees and evaluated. Discussion emerged on the theme of listening and responding to the lived experiences of those on campus. SIUE continues to work to address current experiences while planning strategically for a more inclusive future.







CREATE CHANGE

This spring, three interdisciplinary student-led events called CREATE CHANGE were organized in response to recent hate crimes at SIUE. Using creativity to foster conversations that celebrate our campus' diversity and reinforce inclusion, platforms were created for students to join together using art, movement, and spoken word poetry to co-create a campus where all students flourish. Art therapy counseling graduate student Morgaine Denison said, "We wanted to do creative events that utilized [various] creative methods in an attempt to catch different audiences...I knew right away that we were onto something because I could feel it in the energy, like with how many people were willing to help. Every single person that we approached about [Create Change], or asked to partner with us, or asked for their assistance was so excited that we were doing this."



CREATE CHANGE: Express Yourself was facilitated by Professor Shelly Goebl-Parker's Multicultural Art Therapy class that invited students to use art to respond to the question, "What is it like to be you at SIUE?" This artwork began a visual dialogue that was continued throughout the events. During CREATE CHANGE: Theater for Change, Professor Kathryn Bentley led students through a movement exercise that asked them to embody isolation, exclusion, and the transition between the two. Discussion emerged on what steps can be taken to create trusting relationships on campus. At CREATE CHANGE: Poetic Justice, participants gathered in small groups and shared a story of a time they felt a sense of belonging, exclusion, or hope at SIUE. These stories were woven into poetry and shared at the mic along with students' personal poems.



Create Change became a place where people hurting from the hate crimes on campus found connection with one another and were able to find a sense of belonging and healing through their artwork and expression. Student Unhye Myong, of Seoul, South Korea, stated how Create Change helped her feel safe about voicing her opinion in an open space. Myong shared, "I don't really feel comfortable going to a discussion where professors talk in their microphones. I'm too introverted to talk on a microphone, but I would love to have more spaces like this that I can create art and talk about it," Myong said. "This kind of event is very meaningful for me to create a safe space for me." Gratitude extends to the students and professors of Art Therapy, Theater, Social Work, and to Counseling Services for contributing vision, time, and resources to creating a space where art is used to increase connection across campus.





BLUE RIBBON CAMPAIGN

In partnership with the Childhood Advocacy Center, students engaged available resources and wore blue ribbons to raise awareness about child abuse and neglect.



ONLINE LEARNING COMMUNITY

Our Online Learning Community continues to grow and be an avenue for discussions, trainings, and various resources for our campus. This year, the Online Learning Community was promoted in seven classes to expand engagement. Participants contributed to discussion forums that enabled resource sharing, engagement with current events, and efforts to improve campus climate.

MENTORING PROGRAMS

In collaboration with ACCESS (formerly Disability Support Services), the Faculty and Staff Mentoring Students with Disabilities Program was reinstated this year. The program seeks to enhance relationships, connect students to future occupational goals and promote self-advocacy. Additional mentoring programs include Men's Basketball, Women's Basketball and Softball. These programs provide networking opportunities, proactive support, and one-on-one interpersonal involvement.









EDUCATIONAL CULTURE TOUR:

BROOKLYN, IL AND ALTON, IL

The second annual Educational Culture Tour took students, faculty, and staff to nearby Brooklyn/Lovejoy, IL the oldest black incorporated town in America—and Alton, IL to explore the relationship between SIUE, Lovejoy Library, abolitionist Elijah P. Lovejoy, and the historic Brooklyn/Lovejoy area.

The tour was led by the Office of Institutional Diversity and Inclusion. Tour guide Associate Professor Prince Wells talked about his life growing up in Brooklyn/Lovejoy, IL. Participants learned about the close connection between community members in the town established in the 1820s. In addition, Mayor Vera Glasper took the group to point out significant places, including church tours of Quinn Chapel, a known hub of activities advocating abolition and aiding travelers seeking freedom. Then, participants toured Antioch Baptist Church where they were educated by community members about its history.

Coordinator of the trip, Graduate Assistant for the Office of Institutional Diversity and Inclusion Tameka Dunson, discussed the significance between Elijah. P. Lovejoy and SIUE while embarking toward the monument dedicated to him in Alton, IL. At the monument, participants read about Lovejoy's life promoting abolition, and his eventual death defending his printing press.













Accomplishments of the Office of Institutional Diversity and Inclusion

The work of a Chief Diversity Officer is vast and far-reaching, in much the same way that diversity and inclusion span the breadth of our lives. Here we highlight Dr. Venessa A. Brown, Associate Chancellor and Chief Diversity Officer, and examples of her tireless efforts on behalf of SIUE and the surrounding community.

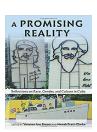
RECENT ACCOMPLISHMENTS

SIUE's Brown Appointed to IBHE's Diversifying Higher Education Faculty in Illinois Board

"As a recently selected member of the Illinois Board of Higher Education (IBHE) Diversifying Higher Education Faculty in Illinois (DFI) board, Venessa A. Brown, PhD, associate chancellor for the Office of Institutional Diversity and Inclusion, and chief diversity officer at Southern Illinois University Edwardsville, will work to improve minority representation at colleges and universities in the state..."

SIUE's Brown Offers an Encouraging View of Cuba in New Book

"A trip to Cuba enthralled Brown so much that when she returned home, she documented her perspectives and experiences in A Promising Reality: Reflections on Race, Gender and Culture in Cuba. The book, co-edited by Brown and Menah Pratt-Clarke, was published in January..."



DUTIES AND ACTIVITIES

JULY

National Association of Diversity Officers in Higher Education (NADOHE) Annual Board Meeting

AUGUST

- Target Corporation Diversity and Inclusion Leadership Symposium in St. Louis
- Resident Assistant Resource Fair
- New Faculty Orientation Diversity Presentation

SEPTEMBER

Federal Correctional Institution (FCI) Greenville Community Relations Board Meeting

OCTOBER

- Kellogg/NADOHE Chief Diversity Officer Summit
- Higher Education Citizens' Advisory Committee
- Council on Social Work Education (CSWE) Annual Program Meeting

NOVEMBER

Social Work Promotion and Tenure Meeting

DECEMBER

- Illinois Department of Child and Family Services (DCFS) Birth-3 Conference
- Raising Funds for Operating and Strategic Initiatives Webinar

JANUARY

- DiversityEDU Research/Evaluation
- Federal Public Policy Webinar

FEBRUARY

- Dr. Angela Allen visits SIUE from West Texas A&M University as NADOHE CDO Fellow
- NADOHE Annual Conference

APRIL

- Welcome presentation for HBCU/McNair visiting students
- **EOA Director Candidate Interviews and Search Committee**

MAY

- Center for Student Diversity and Inclusion Director Candidate Interviews
- Illinois Board of Higher Education Visit Presentation
- INSIGHT Into Diversity Visit to SIUE/HEED Award Marketing Presentation

JUNE

- American Association for Access, Equity and Diversity (AAAED) National Conference
- Title IX Webinar
- Inaugural HEED Award Summit with INSIGHT Into Diversity
- Association of American Colleges & Universities (AAC&U) Institute for High-Impact Practices and **Student Success**
- Trangender Survivors of Sexual and Domestic Violence Webinar

ONGOING/RECURRING

SIUE

- Chair, University Diversity Council
- Chair, Inaugural Diversity Day Committee 2018
- Search Committee Trainings (provided approx. 18-20 sessions)
- Meridian Scholars Selection Committee
- SIU President's Diversity Advisory Council
- **Ethics Investigations**
- Higher Learning Commission (HLC) Review Team Member
- Bias Incident Response Team Member
- Black Faculty and Staff Association Member
- Meridian Society Grant Reviewer
- Coordinated Community Care Response Team (C3RT) Member
- Pink Zone Committee Member
- Athletics Mentoring
- Athletics Recruitment Visits for Men's & Women's Basketball
- Intercollegiate Athletics Gala Committee

REGIONAL

- Illinois DCFS Southern Region Permanency Enhancement Grant (PI) and Project **Steering Committee**
- DCFS Southern Region Racial Diversity Transformation Team
- Diversifying Faculty in Illinois (DFI) Board of Directors
- Greater East St. Louis Community Fund Board of Directors- Vice President
- Delta Life Development Board of **Directors- Secretary**

NATIONAL

- Federal Prisons Community Relations
- **HEED Award Application Research and** Submission
- NADOHE Board of Directors

IDI Updates

Change is on the horizon as the SIUE Multicultural Center transitioned from the Office of Institutional Diversity and Inclusion over to Student Affairs, effective May 2018. The plan is for Student Affairs to move and expand the current Multicultural Center to Room A in the MUC in Summer 2018, which will then be renamed The Center for Student Diversity and Inclusion. In June 2018, SIUE hired Dr. Timothy Staples, an SIUE alum, as the inaugural director of the Center for Student Diversity and Inclusion.



Dr. Staples brings over 19 years of experience to this position, and his first day is scheduled for July 16.

The Office of Institutional Diversity and Inclusion was proud to operate the inaugural Multicultural Center since its ribbon cutting ceremony in 2014, and wishes Student Affairs the very best with the new Center for Student Diversity and Inclusion.

Please take a moment to stop by our updated website, where you can find all editions of our *Embracing Diversity* and Inclusion newsletter, trainings and media available for checkout by faculty and staff, photos and information from our Educational Culture Tours, and much more!

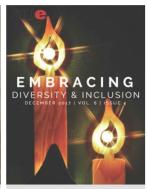


Vol. 6, Issue 6: March 2018



Vol. 6, Issue 5: February 2018





Vol. 6, Issue 4: December 2017



Vol. 6, Issue 3: November 2017



Vol. 6, Issue 2: October 2017



University-wide Efforts

Southern Illinois University Edwardsville is composed of student groups, departments and offices that contribute greatly to implementing positive change and creating an inclusive campus environment. The following initiatives and collaborations are a list of the integral work diverse groups have accomplished at SIUE. Many thanks to reporting from the Alestle, SIUE news releases, and other media outlets that have covered these efforts. Here are some of the highlights:

University-wide Efforts

Sustained Dialogue

Biweekly Dialogues

Safe Zone

ACCESS (Disability Support Services)

Arts & Issues

SIUE Police Committed to Diversity and Inclusion

SIUE Partners with University of Costa Rica

A Day with Dr. Cornel West

Graduation Celebrations

- College of Arts and Sciences
- School of Business
- SIU School of Dental Medicine
- School of Education, Health and Human Behavior
- School of Engineering
- School of Nursing
- School of Pharmacy
- SIUE East St. Louis Charter High School
- Office of Student Affairs
- Office of International Affairs
- Undergraduate Admissions
- Graduate and International Admissions

SUSTAINED DIALOGUE

The Sustained Dialogue mini-conference on March 30th provided an overview of the Sustained Dialogue pilot at SIUE and its impact. Sustained dialogue (SD) is a public peace process, conceptualized by US diplomat Hal Saunders in the 1980s and adapted by Princeton students in 1999. SIUE is the only public university in the state of Illinois in the campus network and one of the 62 campuses who practice SD worldwide.

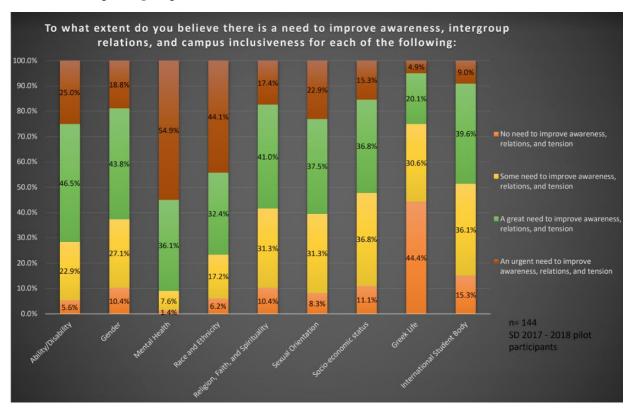
Build relationships in the room and address concrete community issues outside of the room. Goals

Each group includes 8-15 participants who conduct dialogues lasting at least an hour that Structure continue where the last dialogue ended.

Findings At the completion of 8 weeks, 69% of students completed the post survey that led to the following findings as a result of their involvement in SD:

- 92% of participants agreed that they think critically about the experiences of others and how they can be improved
- 78% of participants shared they "tried to better understand someone else's views by imagining how an issue looks from their perspective"
- 81% of participants shared that they now have the "ability to contribute to the wellbeing of their community"
- 89% of participants shared that they "learned something that changed the way they understand an issue or concept"
- 85% of participants shared they "feel comfortable talking about their experiences and identities in front of a group of their peers"
- 83% of participants agreed that "their college was welcoming to all students"

Implement 3 to 4 action plans during the fall 2018 semester and offer Sustained Dialogue group **Next Steps** sessions during the spring 2019 semester.



BIWEEKLY DIALOGUES



Twelve biweekly dialogues sponsored by the Provost Office and Student Affairs were held to create space in which students, faculty, and staff could openly and safely participate in discussions related to campus climate for black students, as well as broader issues of intersectionaity, community, equity, and justice. These sessions provided a regular and routine mechanism for sustained discussions around the work to be done on campus. Some of the topics discussed included advocacy and inclusion for black male students, hiring more black faculty, retention, effective university communication, proactive responses to build an inclusive campus climate, increasing student involvement, support for culturally based organizations, peer mentoring for minority students, and how to effectively prepare minority students for college. Senior leaders worked to attend, listen, share and use this information to improve our campus. Each session lasted an hour and a half and emphasized our collective responsibility to build a sustainable campus environment.



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.

St. Louis Pride

Over 35 SIUE faculty, staff, students, and alumni contributed to St. Louis' 38th annual PrideFest activities on June 25, 2017. This was the fourth consecutive year Safe Zone was a part of the annual PrideFest Grand Parade.

Community and Ally Welcome Reception

On August 29, the Safe Zone/LGBT Community and Ally Welcome Reception was held in the Morris University Center. The collective accomplishments of Safe Zone and its allies were shared, along with plans for the year.



Coming Out Week

Coming out week October 9-13 was facilitated by the Gay Straight Alliance and highlighted coming out as an everyday thing, coming out as Christian and gay, faculty/staff safe space training, coming out as bi/pan, trans stories, balloon let off for trans suicides on college campuses, dare day, and a student safe space training.

Rainbow Graduation Celebration

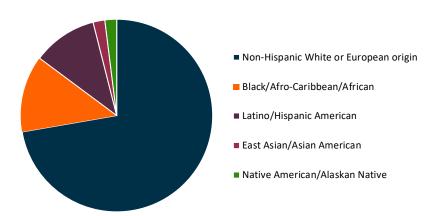
The 4th Semi-Annual Rainbow Graduation Celebration was held April 25. Recipients of the first Safe Zone Scholarship, Clarence Czachor and Kay Guyer, offered words to the group centered on personal experience, resilience, and student achievement. The celebration highlighted student achievement.

ACCESSIBLE CAMPUS COMMUNITY & EQUITABLE

STUDENT SUPPORT (ACCESS)

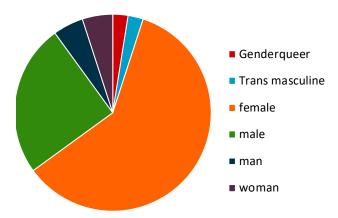
According to ACCESS (formerly Disability Support Services) Director Dominic Dorsey, national statistics support that roughly 11% percent of undergraduate students identify as having some form of diagnosis or disability, while only 3% report their disability to their institutions. The total number of registered undergraduate and graduate students with ACCESS at SIUE is 615, or about 4%. The 45 students who completed the year-end survey reported the following information:





ACCESS scheduled,` proctored, and monitored 3,704 exams in 2017-18

Of the 1,692 exams in Spring 2018:



exams approved for **READER ACCOMMODATION**

> used a **SCRIBE**

31 exams used a **READER PEN ACCOMMODATION**

exams were on blackboard and TAKEN IN OUR OFFICE

ACCESS EVENT HIGHLIGHTS

Tuning Out Stigma: An Artist's Endeavour

SIUE alumna Theresa San Luis shared her experiences as a student with a mental health disorder via narrative and musical performance.

Accessing Campus: An Obstacle Course

The Goshen Lounge was transformed into an "obstacle course" of tables and chairs not unlike many common spaces around campus. Students navigated the space using mobility canes while blindfolded or using wheelchairs.

Intersectionality in Disabilities

ACCESS and New Horizons united with SIUE's student affinity organizations to discuss intersectionality in disability and the common struggles shared by all students who find themselves set against systems of oppression.

National Disability Employment Month Fair

This collaboration with the Office of Institutional Diversity and Inclusion highlighted the challenges and opportunities for people with disabilities seeking employment.



The Great Disability Challenge

ACCESS and New Horizons - in coordination with Campus Recreation, Campus Activities Board, Multicultural Center, and SIUE Club Sports – hosted the Great Disability Challenge at the 11th Annual Cougar World Games. At least 147 students, faculty, and staff participated in the event, which featured disability awareness activities such as Seated Volleyball, Wheelchair Basketball, and Mobility Cane Travel. Aligning disability, sport, and culture sends a clear message that disability has a significant cultural component and that adjustments can be made to make sports more accommodating to people of all abilities.

Tunnel of Oppression

A table showcased the prejudices and discrimination people with disabilities encounter seeking employment and in the workplace.

The Silent #MeToo: Women with Disabilities and Sexual Violence

A collaboration with Women's Studies, the PEACe (Prevention Education and Advocacy Center) Office, and Illinois Imagines, this event focused on the increased risk for sexual assault and abuse faced by women with disabilities.

World Autism Awareness Day

Students were given the chance to share and discuss realities and stereotypes of life on the autism spectrum.

Choosing Life: Suicide Prevention for Campus and Community

AJ French spoke about her trials and triumphs with depression and suicidality.

INTERNATIONAL STUDIES DAY



The second International Studies Day featured distinguished international and regional leaders who spoke on issues impacting our region, global career opportunities, and international advocacy. The event's keynote speaker was Ambassador Anwarul K. Chowdhury, a career diplomat with the United Nations and an inspirational champion for sustainable peace and development. International Studies Day also featured informational booths on SIUE departments and programs, student organizations, and the Office of International Affairs, along with the International Institute of St. Louis, European Studies Center at the University of Illinois Urbana-Champaign, the Institute for International Education and the Peace Corps.

SIUE STEM CENTER PARTNERS WITH COMMUNITY

In partnership with the Mannie Jackson Center for the Humanities and the Madison County Housing Authority, the Southern Illinois University Edwardsville Center for STEM Research, Education and Outreach is providing an interactive after-school urban gardening program. Approximately 60 young girls throughout Alton, Collinsville, Madison and Venice solved problems by experiencing hands-on, science-based urban gardening techniques, while learning the value of science, technology, engineering and mathematics. For instance, students learned about composting and hydroponics, as well as getting the chance to beautify their communities and create a sustainable food source.

"Learning about the environment is a good pleasure," said Malia King, an 8th grade student from Venice. "I always try to do whatever I can to help any plant or person."



KATHERINE DUNHAM EXHIBIT OPENED AT SIUE AND THE EAST ST. LOUIS CAMPUS



2017 marked the 50th anniversary of the Performing Arts Training Center (PATC), a unit of SIUE that internationally famous Katherine Dunham founded and directed. The exhibit, "Katherine Dunham: A Life of Dance, Activism and Anthropology" was hosted in Lovejoy Library from September 21st through Oct. 23rd. The exhibit traced Dunham's early influences at the University of Chicago, East St. Louis, and beyond. For 20 years she toured the world performing dances based on research of African diaspora cultures. In 1967, Dunham settled in East St. Louis, where she launched a second career as an educator and activist. Dunham's work with PATC completed her life's work and earned her a hard won place in academia. From 1983 onwards, she received numerous honorary doctorates and prestigious awards. The opening reception included a presentation from Theo Jamison, Dunham master instructor and program director of the East St. Louis Performing Arts Training Center. The exhibit opening on the East St. Louis campus included a dance by Heather Himes, Dunham Dance instructor.

SIUE BLACK PLAYWRIGHT FESTIVAL CELEBRATED **AUGUST WILSON**

The Department of Theater and Dance hosted the SIUE Black Playwright Festival October 11-15, Celebrating August Wilson. Festival highlights included "Gem of the Ocean," directed by Kathryn Bentley, associate professor in the Department of Theater and Dance; the post show discussion, "African American History and the Long Sojourn for Freedom" with the director and cast moderated by Dr. Jessica Harris, associate professor in the Department of Historical Studies and director of Black Studies; "Sitting at the Feet of an Elder" in which SIUE Professor Emeritus Johnetta Haley shared her life story; and the screening of "The Ground on Which I Stand" followed by a panel discussion.



BLACK HERITAGE MONTH

Opening Ceremony: "The Black Self Image" Part 1 Feb 1

Art Showcase: "The Black Self Image" Part 2 Feb 1

Feb 2 Black Business Expo: "It Takes a Village"

Taste of Culture: Afro-Caribbean Feb 7

Community Health Fair: "It Happened One Night" **Feb 13**

Feb 13 Step Afrika

Feb 15 Clarence Lang: "Black History and Studies from Obama to Trump: Reflections on the Shadow

of the Sixties"

Feb 15 Game Night

Dr. Guion "Guy" Bluford, Jr.: The Future of the Space Program and International Space Station **Feb 19**

Feb 19 Protective Styles

Feb 28 The "E"mmy's





Left: Clarence Lang connects Civil Rights from past to present.

Right: Maree Slack, sophomore in the SIUE School of Nursing, shares facts about black health.

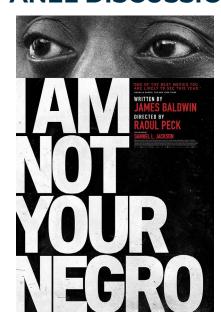


INTERNATIONAL WEEK

International Week, hosted by SIUE International Student Council, allows students, faculty, staff, and visitors of SIUE to get acquainted with the many cultures represented at the University. International students set up booths to introduce their culture and their country through artifacts and costumes. As the biggest annual international event, International Night centered on the theme, "Festival of Nations." At International Night, visitors were invited to enjoy authentic international cuisine prepared by international students and watch performances of many talented international students.



FILM SCREENING AND PANEL DISCUSSION



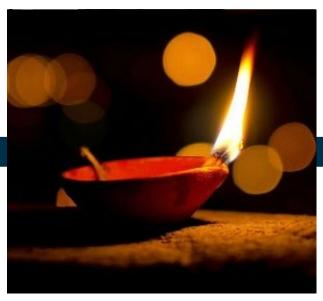
IT'S ON US **SPEAKER SERIES**

It's On Us Speaker Series was hosted by the Coordinated Community Care Response Team (C3RT) that aims to improve best practices for prevention, awareness, education, response to sexual and domestic violence, the higher education institution's comprehensive policy and procedures, collaboration among the higher education institution, community-based organizations, and law enforcement.



INTERNATIONAL STUDENT **ORIENTATION**

International student orientations took place in fall and spring. These provided information in immigration, employment, health services, classroom orientations, and more.



DIWALI & DANDIYA NIGHT

On October 27, 2017, Diwali & Dandiya Night featured traditional food and dancing to celebrate the Indian Festival of Lights.



TASTE OF CULTURE

The Campus Activity Board's Taste of Culture provides an opportunity to experience the flavors of diverse cuisine.



INDIA NIGHT

On March 31st, 2018, the Indian Student Association held their annual celebration of Indian culture featuring delicious food and professional and student performances.

DR. MARTIN LUTHER KING JR. CELEBRATION LUNCHEON

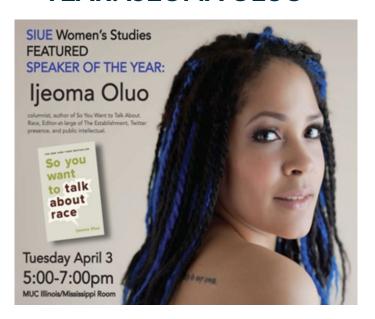
SIUE observed the thirty-fifth celebration of the birthday of Dr. Martin Luther King Jr. with the theme, "Intelligence Plus Character-That is the True Meaning of Education." Speaker Dr. Shonta Smith, founder and CEO of Dr. Shonta Smith International LLC of St. Louis, expounded on the theme: "Education saved my life, because it provided me with options, opportunities, the capacity to think for myself, the ability to be strategic, the capability to position myself and wherewithal to tap into my potential."





The annual Dr. Martin Luther King Jr. Celebration Luncheon provides the University the opportunity to celebrate the life and legacy of Dr. Martin Luther King Jr. while recognizing the humanitarian efforts of students, faculty, staff, and community members. The Luncheon was facilitated by the Kimmel Student Involvement Center and took place in the Morris University Center Meridian Ballroom.

SIUE WOMEN'S STUDIES **FEATURED SPEAKER OF THE** YEAR: IJEOMA OLUO



COFFEE WITH COOL WOMEN

This series facilitated by Women's Studies connects a small group of SIUE students with successful women who talk about their career paths. These women who have chosen interesting, challenging, and sometimes unconventional careers, invite students to think, "Wow. I want to do that. I can do that."



SIUE BLACK THEATRE WORKSHOP REUNION: "SANKOFA: RECLAIMING OUR TIME"



March 16-18, 2018 marked the first Black Theatre Workshop (BTW) Reunion coordinated by Kathryn Bentley, associate professor in the Department of Theater and Dance and BTW artistic director. "This reunion is a celebration of the power and beauty that Black Theatre Workshop has been and continues to be for countless students," said Bentley. She continued, "Students from all academic disciplines have participated as writers, performers, designers and audience members in BTW. They have engaged in writing original work, as well as performing work by noted Black playwrights. Students have also collaborated with professional artists from St. Louis, such as Hassie Davis (BS '92), Fannie Lebby and David A.N. Jackson. BTW alums are professional playwrights, directors, performers and producers."

MY CURLFRIENDS



My Curlfriends is a student organization committed to celebrating the beauty and uniqueness in every individual. This is accomplished by highlighting the success of African Americans and the history of natural hair through culture and art.

JOANNE SHENENDOAH



Grammy Award winner, singer, composer, acoustic guitarist and renowned Native American musician Joanne Shenandoah performed at 7:30 p.m. Saturday, Oct. 7 at Southern Illinois University Edwardsville's Center for Spirituality and Sustainability. Shenandoah (Oneida Iroquois) has been nominated three times for a Grammy and has won more than 40 music honors for her original compositions that blend her voice with traditional and contemporary instrumentation to the songs of the Iroquois people.

In conjunction with the Arts & Issues Joanne Shenandoah concert, the Native Studies Program coordinated the following events: Healing and Sound: A Workshop with Joanne Shenandoah on October 7, 2017 at the Center for Spirituality and Sustainability; Columbus Day Observance at Cahokia Mounds Honoring the First People of This Land on October 8,

2017 at the Cahokia Mounds Interpretive Center; a presentation by representatives of the Iroquois/Six Nations-Haudenosaunee Aboriginal Law and Justice and a presentation by journalist and author Doug George-Kanentiio (Mohawk) on October 9, 2017 at the Center for Spirituality and Sustainability.

SIDRA BELL DANCE NEW YORK

Provocative dance, outrageous glamour and elaborate cinematic performances converged on September 15, 2017 when the Sidra Bell Dance New York Company came to SIUE. "Sidra is a company that emphasizes exploration of movement and combines that with aspects of theater, music and fashion to create worlds on stage that speak to the human condition and also brings contemporary dance to a broader audience," said Bell.



DR. GUION BLUFORD JR.



In 1983, Dr. Guion "Guy" Bluford, Jr. was the first African American to fly in space. He was also the first African American to be awarded NASA's coveted Astronaut Pin and the U.S. Air Force's Command Pilot Astronaut Wings. Dr. Bluford was inducted into the International Space Hall of Fame in 1997 and the U.S. Astronaut Hall of Fame in 2010. He has logged more than 5,200 hours in high performance jet aircraft and has flown 688 hours in space on four Space Shuttle missions. On February 19, 2018, SIUE had the honor of hosting Dr. Bluford on the theme, "The Future of the Space Program and International Space Station."



DENIM DAY

On April, 25th, SIUE participated in the Denim Day campaign which grew out of an Italian Supreme Court ruling, where a rape conviction was overturned. Justices believed that because the victim was wearing tight jeans, she must have helped her rapist remove them, thereby implying consent. Those attending Denim Day wore jeans in solidarity.

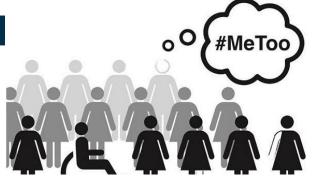


WALK A MILE IN HER SHOES

"The Walk a Mile event has traditionally been an event to engage men as allies against sexual violence and supporters for survivors," said Samantha Dickens, Prevention Education and Advocacy Center (PEACe) coordinator. "We also asked men to be active bystanders and prevent violence before it begins..."

THE SILENT ME, TOO:

WOMEN WITH DISABILITIES AND SEXUAL VIOLENCE



THE SILENT ME, TOO

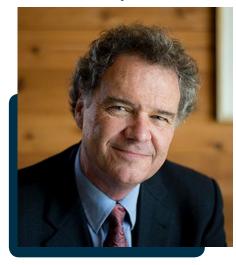
In collaboration with Women's Studies, Disability Support Services (now ACCESS), and Illinois Imagines, the Prevention Education and Resource Center facilitated an educational opportunity around the intersection of sexual violence and disabilities on April 2, 2018. Speakers discussed the history of disabilities and sexual violence and provided resources.



THE SILENT PROTEST

The Community Care Response Team (C3RT) facilitated a silent protest on April 10, 2018 in honor of Sexual Violence Awareness Month.

LINCOLN, RACE & SLAVERY WITH PROFESSOR AYERS



Renowned Civil War historian Dr. Edward Ayers presented on Lincoln, Race & Slavery at the Inaugural Abraham Lincoln Memorial Lecture at SIUE hosted by the Department of Historical Studies on February 28, 2018. Ayers' lecture provided a critically important perspective that remains relevant for our society.

"We are excited to have such a distinguished scholar of the United States and the Civil War as Ed Ayers visit our campus," said Erik Alexander, PhD, assistant professor in the Department of Historical Studies. "Ed is among the preeminent Civil War historians writing today, and anyone interested in Abraham Lincoln or the Civil War will find his talk relevant and interesting."

BIRDMAN RISING: CONVERSATIONS BEYOND COLONIALISM

Jeff Thomas, internationally renowned Urban Iroquois photographer, visited SIUE to open a show of his work, "Birdman Rising: Conversations beyond Colonialism" on March 23, 2018. The show featured photographs Thomas took during his last visit to the area, including photographs of Native American artifacts from the University Museum collections and landscapes at local Native sites such as Cahokia Mounds. Cory Willmott, associate professor in the SIUE College of Arts and Sciences Department of Anthropology, stated, "As an urban Indian today, he identifies strongly with the urban nature of Mississippian society. The exhibit represents one step in Mr. Thomas's journey to find the Mississippian Birdman and bring the significance of this indigenous icon to the public."



SIUE'S NEW DIVERSITY WALL SHOWCASES ITS **DEDICATION TO INCLUSION**



The attributes of diversity and inclusion SIUE values can be found on display on the new Diversity Wall located on the second floor of Rendleman Hall, near the Admissions Office. "The Diversity Wall is designed to showcase our Higher Education Excellence in Diversity (HEED) Awards, the diversity of our campus, complement the world flags, highlight our diversity commitment and highlight our flying of the United Nations Flag," said Venessa A. Brown, PhD, associate chancellor for the Office of Institutional Diversity and Inclusion and chief diversity officer. The Diversity Wall features HEED Awards from 2014-17 and a freestanding block.

SIUE POLICE HONORED FOR HIRING PRACTICES; SUPPORT SPECIAL OLYMPICS

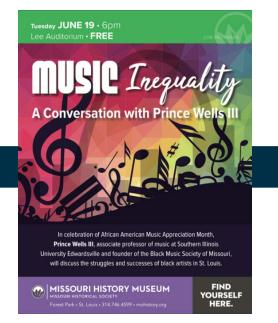


Southern Illinois University Edwardsville Police Chief Kevin Schmoll was honored for his minority hiring practices at the Edwardsville NAACP annual banquet on June 3, 2018. Schmoll implemented the University's commitment to a diverse work force and an inclusive community by adding four officers of color to the department during the past two years. Schmoll started a mentoring program where he advises African American and other SIUE criminal justice students to guide them through the hiring and testing process to become a law enforcement officer.

Eight Southern Illinois University Edwardsville Police personnel completed a three-mile run on June 11, 2018 at the University's Cougar statue on campus, marking their annual Law Enforcement Torch Run® to benefit Special Olympics Illinois. The annual intrastate relay raises money and gains awareness for athletes who participate in Special Olympics Illinois. "For more than 20 years, we have participated in the Torch Run," said SIUE Police Chief Kevin Schmoll. "The Special Olympics is an important and worthy cause, and we are more than happy to be able to contribute our time and efforts in support of a great organization."

PROFESSOR PRINCE WELLS PRESENTS PROGRAM IN **OBSERVANCE OF BLACK MUSIC APPRECIATION MONTH AND JUNETEENTH, JUNE 19**





SIUE PARTNERS WITH UNIVERSITY OF COSTA RICA; **COMPLETES SERVICE AND EDUCATIONAL ACTIVITIES**



Southern Illinois University Edwardsville has reached an academic partnership agreement with the University of Costa Rica (UCR). The new five-year partnership with UCR, coupled with the current faculty-led travel study programs through Central American Mission Programs (CAMP), provide new opportunities for collaborative engagement in fields like pharmacy, dental medicine, nursing and public health, among others. "Development of international partnerships allows SIUE to enhance teaching, research and student learning opportunities to shape a changing world," said Mary Weishaar, SIUE executive director of international affairs.

During Spring Break 2018, a group of more than 30 students, faculty and staff from SIUE's Schools of Nursing, Pharmacy, and Education, Health and Human Behavior upheld the University's mission, arriving in Costa Rica on Saturday, March 3 for a week of service and educational activities.



Highlights of the trip included School of Pharmacy students studying medicinal plants, School of Nursing students assessing community children, and Public Health students clearing a beach for sea turtle nesting. Along with providing clinical assistance, School of Nursing students delivered shoes and backpacks and helped with home renovations.



"For many of the students, it showed them that they are capable of more than they might have thought possible," said Michelle Cathorall, DrPH, assistant professor of public health in the SEHHB Department of Applied Health. "This trip pushed them mentally, and especially physically, and they never gave up or said they couldn't do it."



"These trips provide a special combination of opportunities for service to mankind through valuable hands-on experiences, all while experiencing growth in cultural awareness," Chancellor Randall Pembrook said. Another outcome from the trip was a signed memorandum of understanding (MOU) with the University of Costa Rica that will provide opportunities for future exchanges, involving students, faculty and research projects.

AN AFTERNOON AND EVENING WITH DR. CORNEL WEST



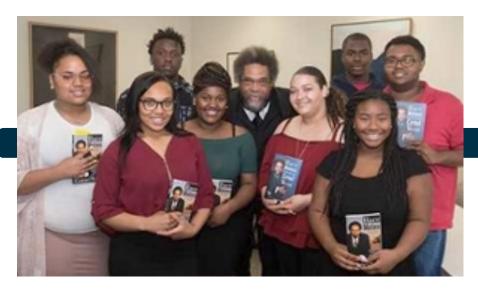
Dr. Cornel West visited SIUE's Higher Education Campus in East. St. Louis on May 17, 2018 for West Fest on the theme, "Honoring Malcom X 'Black Shining Prince' & Questing for Peace, Economic/ Social Justice & Conch-Us-Nest in East Saint Love & Other 'Soular Systems." As a philosopher, theologian, author, activist, and Harvard University Professor, Dr. Cornel West called on people to continue in the tradition of the great African Americans who fought for justice and equality by becoming "love warriors." This year's West Fest addressed economic and social justice, better ways to involve and empower young people, the strategic roles of literature, song and cultural arts in community cohesion, and honored Malcolm X, Miles Davis, Henry Dumas and Katherine Dunham.

"I'm so blessed to come to East St. Louis," said West. "East St. Louis is such a distinct and singular place in the history of the struggle for freedom." Throughout the conference, West talked about the problematic political and social climate African Americans

experience. "We are trying to keep alive one of the greatest traditions in the modern world," said West during the luncheon, "— the quest for black dignity and sanity in a white supremacist civilization."

Speaking to the future of the struggle, West stated, "The younger generation has to keep the love tradition alive. The older generation can't be who we are without young people stepping in. We do not want the entire struggle to have been in vain. The price that has been paid is a whole lot of blood, sweat, tears, bodies hanging from trees, and people dishonored and devalued.

"It is not enough to be smart," West instructed the young people at the conference, wisdom has to be the key. "Let the phone be smart. We've got to be wise," West said. "You've got to use your body, connected with your mind, your soul and your heart. We have to be courageous."





BLACK GRADUATION CELEBRATION





LATINX GRADUATION CELEBRATION

INTERNATIONAL GRADUATION CELEBRATION





RAINBOW GRADUATION CELEBRATION

NON-TRADITIONAL GRADUATION CELEBRATION



The most fundamental element of the College of Arts and Sciences' support of diversity and inclusion at SIUE lies in the curriculum.



College of Arts and Sciences

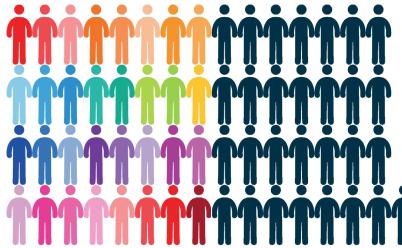
The most fundamental element of the College of Arts and Sciences' (CAS) support of diversity and inclusion at SIUE lies in the curriculum. A review of the courses we offer, and their descriptions, makes this abundantly clear. By way of illustration, faculty who were approved for either tenure or promotion this year include the following in their teaching or scholarly interests: the political voices of Muslim-Americans; the epistemic insecurity experienced by women of color; the philosophy of race; Islamic thought; world regions; the politics of development; international relations; the international political economy; the politics of the Middle East; new forms of violence on the international stage; addiction and recovery; racial disparities in the child welfare system; Black Lives Matter; the sociology of disasters; African-American communities; everyday justice; health issues among St. Louis immigrant populations; the politics of gun control; political scandals in American government and politics; leadership and civic activism; the good citizen; women and the presidency. These teaching and scholarly foci are a microcosm of the foundation for institutional diversity and inclusion efforts that the College provides.

Enhanced curricular support for diversity and inclusion comes through the 14 interdisciplinary minors that are housed in, and supported by the College and our faculty. These are: African Studies, Asian Studies, Black Studies, Classical Studies, Digital Humanities and Social Sciences, European Studies, Latin American Studies, Native American Studies, Peace and International Studies, Pre-Law, Religious Studies, Urban Studies, and Women's Studies. In addition, our new major in International Studies is graduating its first majors. Three of these interdisciplinary minors (Black Studies, Pre-Law, and Women's Studies) receive significant budgetary support from the College to hold events that enrich the climate of SIUE.

The College of Arts and Sciences also used discretionary funding through their targeted Funding Initiative for multiple projects in support of diversity and inclusion. These included an East St. Louis Charter High School Creative Writing Club; an SIUE East St. Louis Center Community Alliance "SACK" Lunch and Learn Series; musical education opportunities through the East St. Louis Center for the Performing Arts; a Black Theatre Workshop 8-week Sankofa residency at the Charter School and on campus; and "Birdman Rising: Conversations beyond Colonialism" exhibit by photographer and curator Jeff Thomas from the Onondaga Nation.

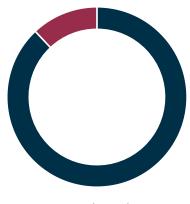
In addition, our fine and performing arts programs and faculty continue to offer programing that is integral to our climate that promotes diversity and inclusion. The performances and exhibits are enhanced by the speakers and performers that come to campus through the Arts and Issues series. In 2017-18 these included: Sidra Bell Dance New York, a group rapidly gaining an international reputation for work that reveals aspects of the human condition through a distinctly female lens; Joanne Shenandoah, one of "America's most celebrated and critically acclaimed Native American musicians of her time"; Dr. Guion "Guy" Bluford Jr. (Colonel, USAF, Ret.), the first African American to fly in space. He was the first African American to be awarded NASA's coveted Astronaut Pin and the U.S. Air Force's Command Pilot Astronaut Wings.

Our ability to offer such robust support for diversity and inclusion has our diverse faculty at its heart:



By Fall 2017, CAS was the academic home of 62 faculty members from 33 countries

88% Of our tenure line faculty are female



■ Female ■ Male

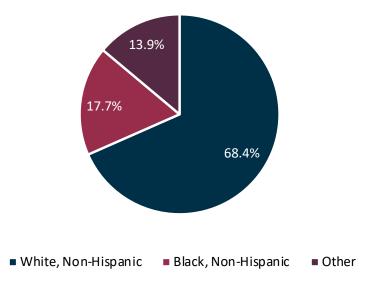
During the current fiscal year we celebrated the contributions our international faculty make by holding a reception/open house in October. In addition to hiring faculty through long established procedures, we also took advantage of the Chancellor's funding of the Strategic Hiring Initiative and now have 5 faculty who joined us through this initiative.

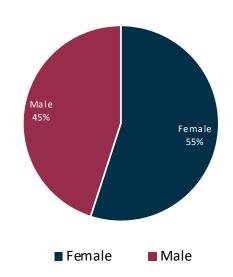
In concert with our curriculum that supports diversity and inclusion delivered by a diverse faculty, we celebrate the achievements of students with majors in the College. The latest data available (2018 Factbook) indicate that in Fall 2017, 6,753 students were enrolled in CAS programs. Of that number over 55% were female, and 68.4% were identified as White, non-Hispanic. We continue to offer targeted mentoring and support to African-American students through the FAME and GAME programs.

The College is also involved nationally in important educational equity work focused on diversity and inclusion by partnering with Dr. Robert Moses and his organization, the Algebra Project. The NSF program called INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science), has awarded two grants to the Algebra Project to address this problem. As co-PI on the grants with Dr. Moses, Dean Greg Budzban is working to broaden participation in STEM education and workforce preparation nationally by building a national alliance of organization committed to educational equity in STEM education.

With its roots in the collective action strategies used by the Student Nonviolent Coordinating Committee (SNCC) in the Mississippi Theatre of the Civil Rights movement, the Algebra Project has been using a particular version of collective action that is "bottom up." In a collaboration with the College of Arts and Sciences at SIUE, the Algebra Project submitted an NSF INCLUDES Alliance grant focused on the goal of enabling students now performing in the bottom quartile (on state tests) to graduate from high school on time with math proficiency necessary to take college math courses for college credit, and such that math is not an obstacle to a choice of career. Should the grant be funded, SIUE will act as the Communications Hub of this emerging national alliance.

CAS Enrolled Students, Fall 2017





Our annual CAS Honors Day recognizes students who have excelled in their programs. On April 15th, 2018 approximately 244 students from 22 departments and programs, received nearly 300 awards and scholarships. Exemplifying our top students, Tanadja Barber (pictured below with Dean Greg Budzban) delivered her address to over 700 attendees. Representative of the students receiving awards are these groups from Chemistry, Music, Social Work, and the Colbert Award in Theater and Dance.











The College continues its plans to contribute to the diversity and inclusiveness of our institution. In 2017, the Dean, working with the CAS Congress, organized an ad hoc Diversity and Inclusion Committee to work with the Provost office around her idea of "equity coordinators" for the academic units. While the mandate of this committee ran out and it dispersed, Dean Budzban will be working with the CAS Congress to amend their operating paper to include a standing Diversity and Inclusion Committee, so this important work can continue.

The School of Business Diversity and Inclusion Committee plans to continue our panel discussions and to add in workshop experiences next year on a range of inclusion topics.



The alumni panel discusses "Life after SIUE: Stories of Successful Transition to Professional Life."



Alumni Panels

The School of Business Diversity and Inclusion Committee sponsored two alumni panel discussions this year for students. The first was on November 2nd and had more than 50 students in attendance. "Life after SIUe: Stories of Successful Transition to Professional Life" featured four alumni from a diverse set of backgrounds. The second was held April 12, again with four alumni from a range of backgrounds, speaking on the topic, "Working Across the Generations: Navigating a Multi-Generational Workplace." It was attended by approximately 35 students. Both panels involved presentations and student questions and allowed time for networking between students and the alumni after the panel. Both were evaluated favorably by the student participants.

Power Breakfast

This year's School of Business Executive Power Breakfast featured Betsy Hall Collins, BS '07, Director of Global Public Policy at Walmart. She manages policy initiatives on Health & Wellness and Associate Benefits. As a member of the Global Public Policy team Betsy is responsible for setting legislative and regulatory strategy, political development, and reputation management for both Walmart and Sam's Club at the federal, state, and local level. Betsy joined Walmart in 2014. Prior to joining Walmart, Betsy served as

Director of Government Relations and External Affairs for Centene Corporation in South Carolina. She has also served as Legislative Assistant to United States Senator Richard Durbin in Illinois. She was a particularly effective, inspiring speaker for our students because she sat where they were sitting a little more than a decade ago. Students are invited to the event by a faculty member, and in addition to learning from the speaker, it allows deeper relationships to form.

Each semester as part of our graduation requirements, students attend an Etiquette Dinner. Dozens of alumni, business leaders and faculty serve as table hosts and mentors at these events.

The committee plans to continue the panel discussions and to add in workshop experiences next year on a range of inclusion topics. In November 2017, on behalf of the School of Business, Laura Wolff, Chair of the School of Business Diversity and Inclusion Committee, attended the Association to Advance Collegiate Schools of Business Diversity Summit in March 2018. Additionally, she attended a three day event for School of Business Diversity and Inclusion officers sponsored by the Southeastern Conference. Both offered chances for networking and for learning best practices being pursued by peers, and have been helpful in developing future plans.





Students attend the Power Breakfast with speaker Betsy Hall Collins.





Global Trade Representatives "Discover Southwest Illinois" with Stop at SIUE

The International Trade Center (ITC) at Southern Illinois University Edwardsville welcomed consuls and trade commissioners of the Chicago International Trade Commissioners' Association (CITCA) for a luncheon and special introduction to the economically flourishing development hot spot that is southwestern Illinois. The visit to SIUE was the welcoming stop along the "Discover Southwest Illinois" tour held May 15-16 hosted by the Southwest Illinois Trade and Investment Council (SWITIC) in cooperation with the ITC at SIUE, the SIUE School of Business, the Illinois Office of Trade and Investment, and numerous regional leaders. Eleven represented countries included the Philippines, Ecuador, China, Italy, Spain, Ukraine, Bulgaria, Argentina, Chile, Czech Republic and Belgium-Flanders.

"It is a pleasure to have you here as we recognize the positive global impact of our University and understand the impact the world has on SIUE," Chancellor Randy Pembrook told the tour attendees. "One of our University's main values is diversity and inclusion. Last year, we welcomed approximately 400 students representing 58 different countries. I believe strongly in international travel which provides cultural experiences that broaden our perspectives and strengthen our understanding of the world."

Tour participants were educated on SIUE's significant contributions to the growth and vitality of the area. Key economic power zones around the area were highlighted. It was noted that SIUE's School of Business is among the elite five percent of business schools worldwide that have earned the prestigious accreditation from the Association to Advance Collegiate Schools of Business (AACSB International).





SIU School of Dental Medicine (SDM) is dedicated to serve a diverse community that recognizes the inherent worth and dignity of each individual. Our goal is to foster tolerance, sensitivity, understanding, and mutual respect among its members, while encouraging each individual to reach their potential.



SIU School of Dental Medicine at the SIUE Healthcare Diversity Summer Camp

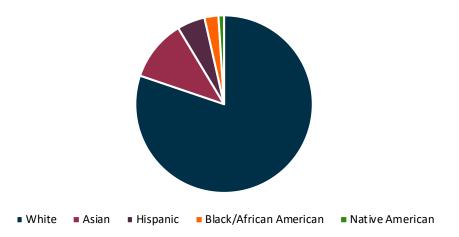
SIU School of Dental Medicine

Recognizing the value of increasing the diversity in our student body, and considering the low number of minority students who apply to the Southern Illinois University Edwardsville Professional Healthcare programs, we offer a 1-week summer camp for high schoolers with an interest in pursuing a degree in healthcare. The aim of the summer camp is to expose students to careers in healthcare offered at SIUE. At the camp, students were exposed to Pharmacy, Nursing, and Dental Medicine.

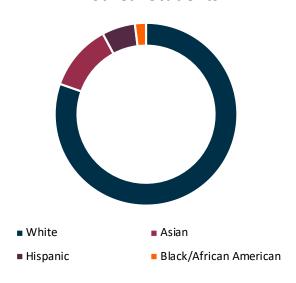
Admissions and Recruitment

- Dr. Cornell Thomas, Assistant Dean for Admissions and Student Services, participated in both SIUE Preview Days to recruit applicants to the SDM
- Dr. Thomas made presentations at Harris Stowe State University in St. Louis, a historically black university
- Dr. Thomas presented at the Med Prep course at SIUC
- Dr. Thomas presented at Jennings High School as part of Big **Brothers Big Sisters**
- All URM applicants to the SDM are contacted personally in order to nurture them through the application process and enhance a sense of welcome to those applicants and to increase the likelihood that they would choose SIU SDM if offered admission
- The SDM Policy on Diversity is stated on the application home page of our website

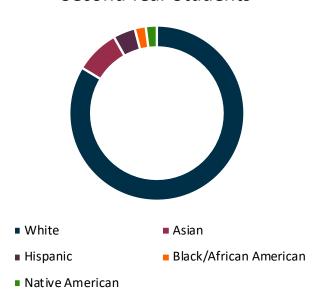
SIU School of Dental Medicine **Total Student Body Composition**



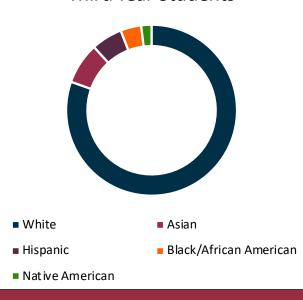
First Year Students



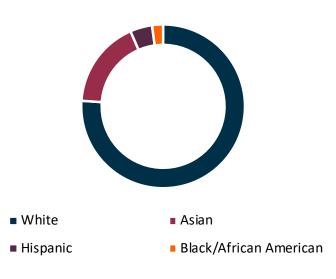
Second Year Students



Third Year Students



Fourth Year Students



Faculty volunteers embodied the University's core values of diversity and inclusion, and emphasized how mentorship and community engagement practices such as the ACT-SO program provide valuable recruitment opportunities.



SIUE faculty, staff, and student volunteers provided expert knowledge, confidenceboosting encouragement and inspiring advice to 32 of the 54 students from St. Clair County participating in the NAACP's East St. Louis ACT-SO program.

School of Education, Health and Human **Behavior**

Diversity and Inclusion Event Highlights

- Website launching for the diversity committee https://shadrach22000.wixsite.com/mysite
- Identified 16 allies to serve as mentors for our students
- Addition of a liaison, Dr. Anthony Denkyriah, between SEHHB diversity committee and the University Diversity Council
- Having been able to secure funds from the faculty development fund to organize a diversity workshop that was attended by students, staff and faculty
- Volunteering in the Afro-Academic, Cultural, Technological, Scientific Olympics program (ACT-SO)

Hopes for the Future

- Ways to have SEHHB students use the support system we have in
- place
- Stable funds for continuous activities from the committee
- Be able to participate in the hiring of new faculty and conducting exit interviews for minority faculty

Afro-Academic, Cultural, Technological, Scientific Olympics program

34 students as part of the ACT-SO program received mentorship from SIUE faculty, staff, and students. Known as the "Olympics of the Mind," ACT-SO is a yearlong program designed to recruit, stimulate and encourage high academic and cultural achievement among African American high school students. Its

mission includes:

- Mobilizing the adult community for the promotion of academic and artistic excellence
- Recognizing creative talent and academic achievement
- Providing students with the necessary skills to establish goals, and acquire the confidence and training to make a successful contribution to society

Faculty volunteers embodied the University's core values of diversity and inclusion, and emphasized how mentorship and community engagement practices such as the ACT-SO program provide valuable recruitment opportunities.



"As director of SIUE's Student Nurse Achievement Program (SNAP), I am dedicated to mentoring and recruiting minority and disadvantaged students who are interested in nursing," said Jerrica Ampadu, RN, PhD, assistant professor in the School of Nursing. "The students who participated in the ACT-SO program were enthusiastic and curious about the nursing profession. Participating in this program reinforces the need to continuously engage high school students in intentional learning, as it improves student outcomes."

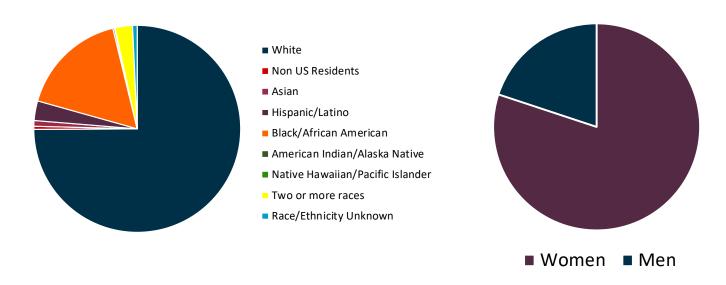
Intersectionality and Sexual Harassment Talk

The School of Education, Health and Human Behavior's Diversity Committee brought Amy Hunter, director of racial justice for the Young Women's Christian Association of St. Louis, to campus March 28 to talk about sexual harassment and intersectionality.

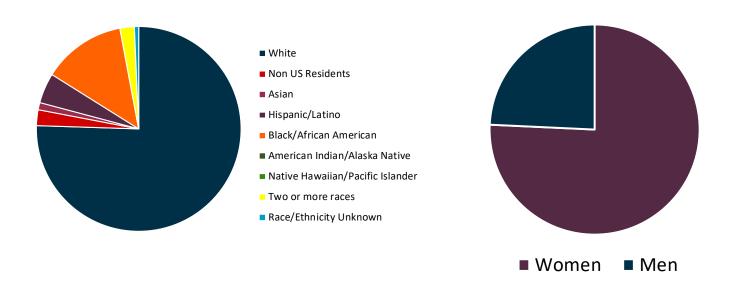
In regard to the #MeToo movement, she emphasized how important it is to stand up and speak out, because that is what is changing our world. "People see the intersection between sexual harassment being the same kind of violence as racism, homophobia, islamophobia [or] anti-Semitism. That we are all connected through the ways in which violence impacts our lives and that part of our liberation is for us to all be free," Hunter said.

According to Samantha Dickens, coordinator of the Prevention Education and Advocacy Center, these workshops are positive because they tackle difficult, yet important topics. "Having a mix of workshops like this with people like Amy who are experts in their fields and social justice activists is important, but it's a fraction of the kind of work we need to be doing on campus. Having casual, informal conversations, having interactive activities, large groups and small groups, all those kinds are important because your audience will be different for everything," Dickens said.

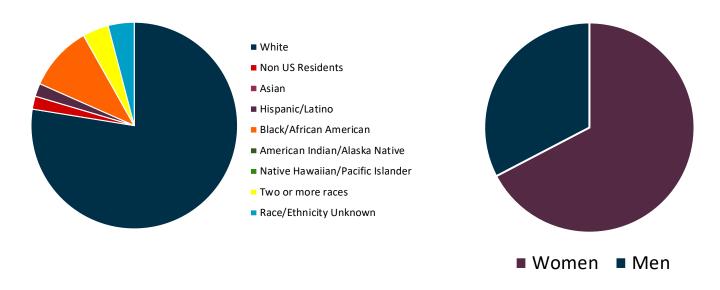
Total Baccalaureate Students



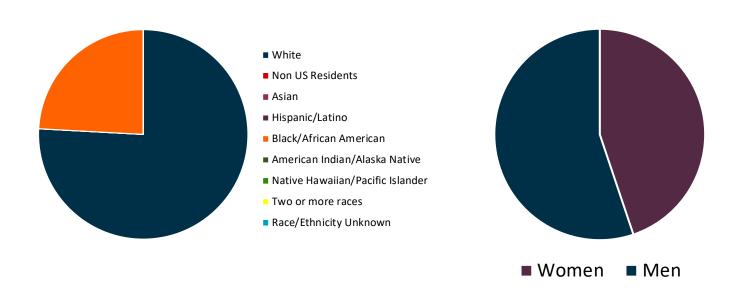
Total Master's Students



Total Specialist/Post Master's Certificate Students



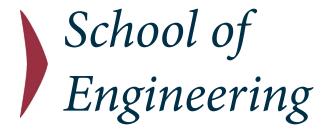
Total Doctorate Research Students



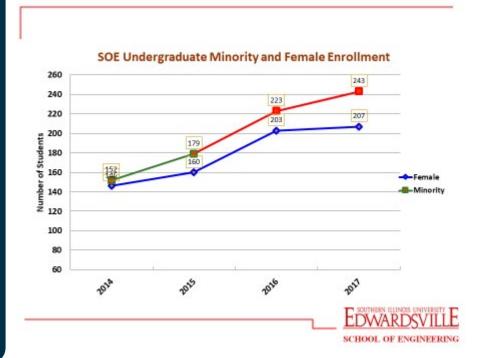
"Introduce a Girl to Engineering Day" was organized by the Society of Women Engineers and held in the Engineering building at SIUE. Girls grades 5-8 completed activities covering the fields of civil, mechanical, electrical, industrial, and computer science to gain exposure to the field. Professional women engineers and SIUE students were on site providing support and guidance to program participants.



The Society of Women Engineers (SWE) at Southern Illinois University Edwardsville hosted more than 280 young girls during its sixth annual "Introduce a Girl to Engineering Day."



Undergraduate minority and female enrollment increased from 2014 to present.





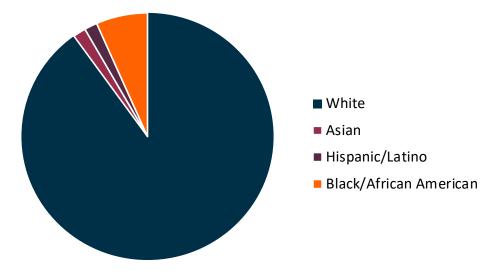
The School of Nursing Diversity Committee includes staff, faculty and students who work cooperatively to build upon the mission, vision and values of the School of Nursing. We believe a diverse community of students, faculty and staff will enrich our lives and and create an environment that values and affirms individuals' identities, backgrounds and points of view.



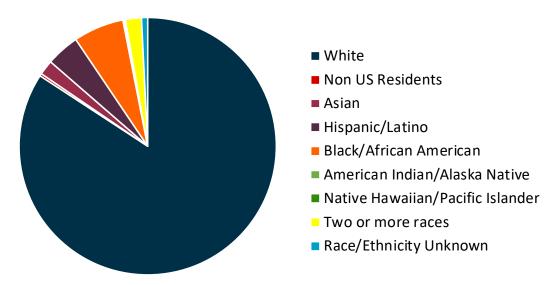
2017-2018 Goals:

- Expand diversity awareness throughout the School of Nursing
 - ▶ Implement a Diversity Book Club
 - ▶ Book Club discussed Whistling Vivaldi
 - > Provide and promote attendance to Unconscious Bias workshop
 - ▶ Initiate and oversee online discussions
 - ▶ Fall Online Discussion on unconscious bias and ways to mitigate biases in classroom
 - Spring Online Discussion on reducing stereotype threats in the academic setting
- Include information on diversity in orientation for faculty and staff
 - Developing diversity faculty resource blackboard shell Summer 2018
- Formulate criteria for textbook selection that encompasses diversity and inclusion
 - ▶ Undergraduate Curriculum Committee (UGCC) revised and adopted textbook selection criteria
- Continue to collaborate with the University Diversity Council to ensure the alignment of policies and procedures in the School of Nursing

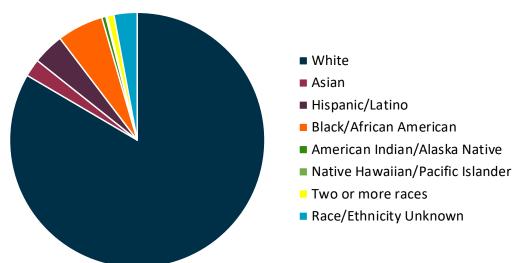
School of Nursing Faculty



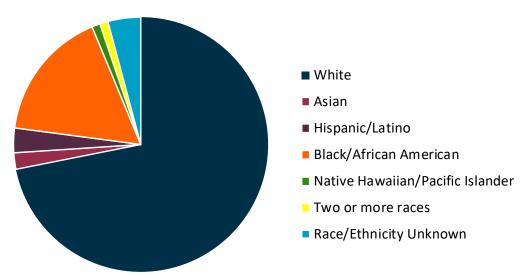
Bachelor of Science Students



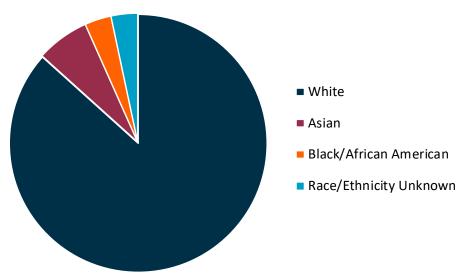
Registered Nurse to Bachelor of Science Students



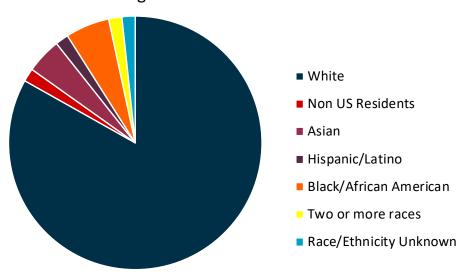
Master's Students



Master's of Nursing Practice Students



Doctor of Nursing Practice Students



"Through this [Unconscious Bias Training] workshop, the Schools of Pharmacy and Nursing decided to lead in reducing unconscious bias to create a better environment for our students, faculty, staff and patients." - Gireesh Gupchup, Dean of the SIUE School of Pharmacy



Various cultural traditions were celebrated at School of Pharmacy Thanksgiving Potluck.



Unconscious Bias Trainings

The School of Pharmacy (SOP) Diversity and Inclusion (D&I) Committee led the offering of two Unconscious Bias training sessions in collaboration with the SOP Faculty Development Committee and the School of Nursing's D&I committee. The 2-hour sessions (held in September 2017 and January 2018) were led by a regionally acclaimed Diversity Awareness Partnership (DAP) facilitator. Faculty and staff participants were exposed to current research on bias as well as best practices for mitigating bias.





Thanksgiving Potluck

The School of Pharmacy celebrated the diversity of Thanksgiving traditions at our annual Thanksgiving Potluck hosted by our D&I committee and the Student National Pharmaceutical Association. More than 100 SOP students, staff and faculty gathered for a time of cultural appreciation through food and fellowship.

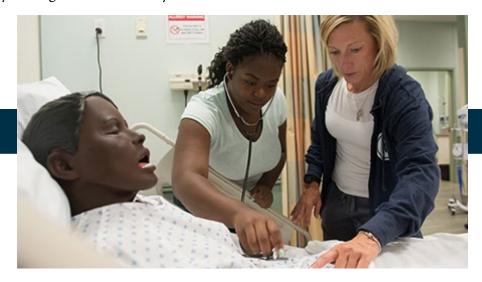
"Food is one way we can connect with each other," said Hannah Seeger, Student National Pharmaceutical Association president and third-year pharmacy student. "We all come from different backgrounds, but one point that we can all find common ground on is food. It's nice to get a glimpse of different cultures, which is something that serves a very important purpose in the healthcare field, because we are exposed to a variety of different individuals on a daily basis."



Also during the months of February, March and April, social media posts and school-wide educational emails were sent to faculty, staff and students highlighting national cultural celebrations including Black History Month, Women's History Month and Celebrate Diversity Month.

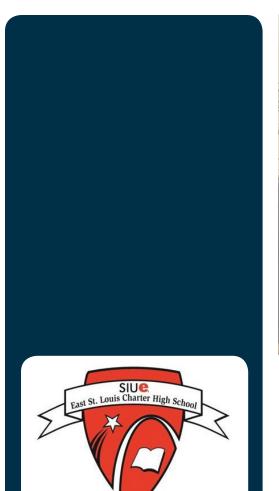
Healthcare Diversity Camp

The SIUE Healthcare Diversity camp was be held June 18-22 and expanded to include 40 high school participants from the St. Louis metropolitan region and additional areas in the state of Illinois with a goal to increase diversity among our student body.



Diversity and Inclusion Coordinator

A SOP Diversity and Inclusion Coordinator was newly appointed this fiscal year to provide leadership on matters of equity, diversity and inclusion at the school.





(Left to Right) Mr. Johnathan Tate, Taylor Brown, Lauren Edwards, Jaslene Young, and Corey Fowler attend a Common Circles Workshop

SIUE East St. Louis Charter High School

Common Circles is a non-profit focused on decreasing bias and engaging youth in experiences that will improve intergroup relations and build respect and empathy. Four SIUE East St. Louis Charter High School students were selected to participate in a workshop with area high school students. Common Circles led the two day workshop in conjunction with the Anti-Defamation League (ADL). Students engaged in anti-bias training with the ADL on the first day of the workshop. Accompanied by Charter School STEM Teacher Mr. Johnathan Tate, students were engaged in creating applications and experiences for youth to become more involved with members of their community.

Student Affairs, in pursuit of excellence in education, is committed to achieving the university's goals to foster a harmonious campus community.



Students participate in the Cougar World Games.

Office of Student Affairs

Recreation

Cougar World Games is a special event designed to promote Diversity, Understanding, and Acceptance between groups with different cultures, backgrounds and ethnicities through participation in various recreational activities offered across the globe. As of Spring 2018, Campus Recreation just celebrated our 11th Annual Cougar World Games in which 147 participants attended!

49% of participants strongly agreed they learned something new about a sports/recreation activity from across the globe because of attending Cougar World Games. Students documented what they learned at CWG by filling out a postcard with information from the

event which included: meeting someone new from a different country, trying a new recreational activity, and answering Cougar World Games global trivia facts. The interaction zone showcased international student, staff, and club sports athletes who shared sports and recreational activities from their home country.



Career Development Center

• Created the Cougar Career Closet to help all SIUE students have the appropriate professional attire items needed for networking events, career fairs, internships, and interviews. We hosted our first Cougar Career Closet giveaway event in spring 2017 and had 205 students attend. For our second event in fall 2017, student attendance at the event increased significantly to 325 students. We will be hosting our next professional attire giveaway event in September 2018.

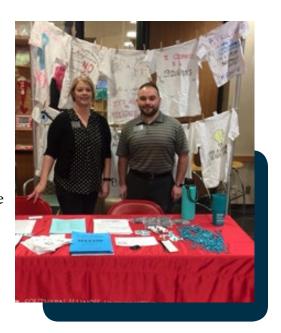
Although the Cougar Career Closet has primarily done its professional attire giveaways to students only in a large event setting in the past, we are now working to provide a permanent space within the Career Development Center suite so all SIUE students will be able to access the professional attire closet on an as needed basis throughout the year.

- In collaboration with Counseling Services and ACCESS (formerly Disability Support Services), we have participated in the federal government's Workforce Recruitment Program (WRP). The WRP program assists students/recent alumni with disabilities in obtaining internships or full-time employment within the federal government. Each year our number of student/recent alumni participants in this program has continued to grow, and in fall 2017, we had 12 students/recent alumni participate in the program. In support of this program, we hosted a federal employer panel for students with disabilities in spring 2017. We are currently in discussions with ACCESS to expand targeted employment-related workshop presentation offerings for students with disabilities beginning in fall 2018.
- Updated professional attire handouts and presentations to include gender inclusive language and gender inclusive picture illustrations. We have removed the language of "Men" and "Women" with regard to all of our professional attire handouts and presentations and have instead provided information about the general rules that apply to professional attire for all individuals regardless of gender identity.

Counseling Services

Counseling Services contributed to the following programs supporting diversity and inclusion:

- Brown Bag Discussion Series: Foundations of Cultural Competence with Dr. Boddie
- Fresh Check Day promoting destigmatization of ability differences and increasing access to healthcare
- The Clothesline Project and Send Silence Packing Event promoting womens' empowerment
- CREATE CHANGE events using creative modalities to increase connection on campus



Dining Services

- Coordinates with the local high school through a work study program for students on the Autism spectrum or have other special considerations.
- Coordinates with the International Student Association, the Indian Student Association, the African Student Association and the Iranian Student Association to put on several special events and dinners throughout the year. Each event is attended by 150-350 participants that include students, faculty, staff and community members.
- Coordinates with Kimmel to host 6-8 Taste of Culture events per year that are free to students and regularly attended by 150-200 people.
- Develops and prepares culturally specific menus based on the specific geographic region selected by Kimmel.
- Coordinates with the International Affairs office to help with the Orientation Reception and to provide tours and informational meetings to incoming and existing international students.
- Coordinates directly with the East St. Louis campus with their Head Start programs. Dining Services provides breakfast, snack, and lunch for an average of 1,000 children per day for this program. Dining Services works directly with members of the Head Start program to tailor menus to the wants and likes of the young children in the Head Start program.
- Currently coordinating with the Diversity Day committee to provide specialized dining that will represent various cultures throughout campus and help educate students on a variety of food traditions, histories, and cultural significance.

Early Childhood Center

The starting premise for anti-bias and social justice education is that children notice differences. These differences include skin color, gender, family structure, language and accent, body size, and physical ability. As children work to make sense of the differences they notice, our teachers work to provide guidance. At the Early Childhood Center (ECC), we are committed to intentionally and consistently engaging children in reflection about differences. We strive to collaborate closely with families in our anti-bias, social justice efforts.

Diversity exists in several areas at the ECC including economic, families whose second language is English, and a diversity of family structures including same sex parents and grandparents raising children.

We design our physical environment with attention to how it can support children's anti-bias learning. You will not see celebrations or curriculum designed around holidays. Instead, focus is placed on experiential learning and exploration. This is exemplified in our annual art exhibit in connection with the National Association for the Education of Young Children's (NAEYC) Week of the Young Child. The purpose of the Week of the Young Child™ is to focus attention on the needs of young children and their families, and to recognize the early childhood programs and services that meet those needs.

Health Service

Health Service staff presented several medical information sessions to incoming international students. Information about medical care, medical insurance, and immunization requirements were part of orientation activities for our new undergraduate, graduate, and dental international students. A similar program was presented to ESLi students. We reviewed their immunization records and arranged appointments that did not interfere with their class schedule for any additional immunization needs. Services offered by Counseling & Health Services were explained and students were given an opportunity to make a confidential appointment to discuss their country's medical care as it relates to their needs. Providers are open to exploring their beliefs as it relates to their health care during their time at SIUE.

The Director wrote a letter of support as part of a grant proposal by the School of Nursing. The grant funding resulted in the School of Nursing Community Health Cohort program. This program is a class collaboration that allows accelerated BSN students to meet with Health Service and other campus units to develop community outreach efforts. Their outreach focus this year included HIV and PrEP education.

SOAR

The Fall 2017 FAME & GAME Orientation was successfully facilitated on Wednesday, August 16, 2017, in the Cougar Den, with an estimated 175-200 people in attendance. This number included incoming FAME and GAME students and their parents and former students volunteering for the event. Presentations were made by Dr. Howard Rambsy, Dr. Earleen Patterson, and Dr. Jeffrey Waple. Students also participated in team building activities led by Graduate Assistant Jordyn Hale and Practicum Student Yvonne Akinyi.



The educational overnight field trip to the National

Underground Railroad Center in Cincinnati, OH took place October 13-14. Attendees included 47 FAME and GAME students as well as four SOAR employee chaperones. From the museum's website: "Opened on the banks of the Ohio River in Cincinnati in 2004, the mission of the National Underground Railroad Freedom Center is to reveal stories of freedom's heroes, from the era of the Underground Railroad to contemporary times, challenging and inspiring everyone to take courageous steps of freedom today. A history museum with more than 100,000 visitors annually, it serves to inspire modern abolition through connecting the lessons of the Underground Railroad with today's freedom fighters. The center is also a convener of dialogue on freedom and human rights." Retrieved from: http://www.freedomcenter.org/aboutus. Upon returning, students who participated wrote essays about their individual experiences and learning outcomes as part of their class requirements.

Johnetta Haley Scholarship recipients who were to complete educational reading projects per the scholarship's requirements picked up their reading materials on Tuesday, September 12, 2017. The two books that were utilized by scholars this semester were The 2015 Best American Science and Nature Writing, edited by Rebecca Skloot; and The 2016 Best American Science and Nature Writing, edited by Amy Stewart. The project required scholars to complete biweekly assigned readings, followed by thoughtful, scholarly critique of the text. These postings, found at http://www.culturalfront.org, create opportunities for participants to collaborate on the implementation of intellectual service work.

Southern Illinois University Edwardsville Professor Emeritus Johnetta Haley shared her life story on Wednesday, October 11, 2017, at the Lovejoy Library. The event, entitled "Sitting at the Feet of an Elder," was part of SIUE's first Black Playwright Festival and attended by over 60 members of the Johnetta Haley Scholarship Academy. The 94-year-old spoke about the importance of higher education and not shying away from hard work and hard times. The Scholarship Academy is named in her honor.

Over 60 SOAR students and 27 SOAR alumni were in attendance at the SOAR Networking Event held on Wednesday, November 8, 2017. Students had the opportunity to interact and engage with alumni who shared similar academic and career interests.



Housing

Sister Circle

- Sister Circle is a program designed to bring together women of color who live in our first year residence halls and connect them with upper class mentors.
- Over the course of the semester, the program meets four times and the attendance for each program averages between 20-35 students.

First Year Area Facilitated Programs

- Reel Talk 5 movies were shown followed by a discussion about identity and intersectionality. Films included: Selma, Dear White People, It's Kind of a Funny Story, Wonder Woman, and The Lorax. 3-5 students attended each showing.
- Black HerStory Month SDLI, highlighting African American women who have made significant contributions to our country. Combination of Black History and Women's History months.
- **Genderbread SDLI in each wing** Presented information about gender and sexual orientation
- Crushing the Biases A Bingo-esque facilitated program where residents answered questions regarding biases towards certain groups. If they answer 5 questions in a row, they got a Crush Soda. 27 residents attended.

- A Scoop of Support Residents visited different stations engaging forms of support. After completing a task, residents collected one item required to build an ice cream sundae. These tasks included bystander intervention around sexual assault, how to repair relationships after causing harm, how to support friends in distress, and how to support others in the future. 40 residents participated.
- Painting with a Twist Students painted cardboard puzzle pieces in a way that reflected their identities, strengths, and values. Residents partnered up and engaged in discussion about different identities, values, and strengths and how those identities and experiences have shaped their realities. 15 residents participated.
- Get Comfy with your Identity Students decorated patches of fabric with their identities. The patches were then glued together to form a quilt representing all of Bluff Hall and displayed in the lobby. 30 residents participated.
- Who I Am Residents interacted with mirrors painted with statements to reaffirm or challenge their identity, strengths, values, and potentially defy stereotypes about these features. Residents used window markers and crayons to write in their own identities and take photos with their identities which were then posted on a "gallery wall" bulletin board in the lobby to serve as a way for residents to see the diverse and unique identities represented in Prairie Hall. 30 residents attended.

Upper Class Area Facilitated Programs

- Get The Scoop On You Residents engaged in a creative activity demonstrating how varying identities come with varying amounts of privilege. Some identities may be more visible than others and more recognized within ourselves. However, not recognizing an identity as a prevalent part of oneself can be viewed as a form of privilege in itself. Participants were educated about social inequalities associated with identity groups. 33 residents participated.
- Who Wants to be Diversified?! A game that resembled Who Wants to be a Millionaire, but with diversity questions. 57 residents participated.
- Well Aren't You Smooth(ie) Educated residents of the importance of being globally aware citizens, and provided useful tools to help bridge the gaps between different identity groups. Students did some self-reflection on their own identities as well as discussed them in a group. 35 residents participated.
- Fair Trade Break Staff handed out fair trade coffee and fair trade snacks. Residents were educated about what Fair Trade is and its impact. 50 residents participated.

Vice Chancellor for Student Affairs

During the 2017 - 2018 year, SIUE joined the Sustained Dialogue campus network and offered a program that created a safe space for students to share their experiences and critically reflect on community problems surrounding race, gender, sexual orientation, ability status, and more. This program included a curricular and co-curricular pilot that allowed 208 students to develop meaningful relationships and address concrete community issues. More than 80% of the participants shared that they learned something that changed the way that they understand an issue or concept as a result of their involvement in Sustained Dialogue. Students also developed action plans to address these community issues to create a more inclusive campus community.

Student Affairs also participated in the bi-weekly dialogues regarding race and to support critical conversations and understanding around issues of campus climate for black students, faculty and staff; social justice; and our collective responsibility to build a sustainable campus environment for all. Members of the Student Affairs team worked with Academic Affairs to co-facilitate some of the sessions offered during the spring 2018 semester in an effort to continue our commitment to diversity and inclusion at SIUE.

[Student Affairs contributed to CAB cultural programing, diverse graduation celebrations, and ACCESS mentioned previously in this report.]

Bias Incident Response Team

After a series of bias related incidents on the SIUE campus, the university created the Bias Incident Response Team to respond to incidents and provide education to the campus community. The Bias Incident Response Protocol outlines an organized response to bias incidents that occur within the SIUE community involving students, faculty and staff, and introduces the Bias Incident Response Team (BIRT). The primary focus is to outline a set of responses that will provide assistance and support for individuals who are the victims of a bias incident. After considering feedback from faculty, staff and students, University Administration determined that a more rapid response was necessary for campus incidents involving bias. This is an additional step to underline the University's commitment to maintaining a safe, secure and inclusive campus environment for all.

A bias incident is defined as an act - either verbal, written, physical, non-verbal or psychological - that threatens or harms a person or group on the basis of actual or perceived race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, atypical heredity, or military service or veteran status.

Once the BIRT receives a report, a member of the team will respond to the victim or victims within 24 hours. A team member will seek additional information regarding the incident, provide support and resources, and schedule a time to meet with the victim. If the reported action did not violate the law or University policy, the BIRT will explore options for resolution and work with the individual to resolve the incident.

The BIRT is a group of University employees and students charged with responding to reported bias incidents, following the established protocols, supporting the victim or victims, and reporting and communicating information to the campus community and making recommendations to the Bias Prevention and Education Committee (BPEC). BPEC is comprised of representatives from throughout the University community. The representatives are responsible for reviewing information provided by the BIRT to identify and examine issues and trends affecting campus climate, and for making recommendations for educational programming and initiatives. For more information, visit siue.edu/birt.

Students, faculty and staff may report a bias incident by emailing biasresponse@siue.edu.

Additional Resources

- SIUE Police Department (618) 650-3324
- Counseling Services (618) 650-2842
- The Office of Equal Opportunity, Access & Title IX Coordination (618) 650-2333
- Dean of Students (618) 650-2020
- University Housing (618) 650-4628
- The Office of Institutional Diversity and Inclusion (618) 650-5867



Awarded two Innovation Grants through the Chancellor's office to improve services for international students and create new study abroad opportunities for students

- Seamless Transition for International Students to **Support Retention**
- Expand Study Abroad and Retain Tuition Income

Awarded 2 scholarships to international undergraduate students

Awarded 1 scholarship to an international graduate student





New International Partnerships

- American Association of State Colleges and Universities Sino-American 1+2+1 Program, China
- University of Costa Rica, Costa Rica
- Freie Universität Berlin, Germany
- Vidyalankar School of Information Technology, India
- University of Delhi, India
- Osaka University of Commerce, Japan
- Central American Mission Project, US and Costa Rica

Renewed International Partnerships

- Université Catholique de L'Ouest, France
- Jagadguru Sri Shivarathreeshwara (JSS) University, India

Visiting Delegations

6 SIUE campus visits (3 from China, 1 from Japan, 1 from Germany, 1 from France)

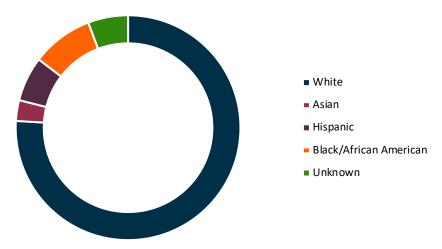
Peace Corps Prep Program

Two undergraduate students completed the program

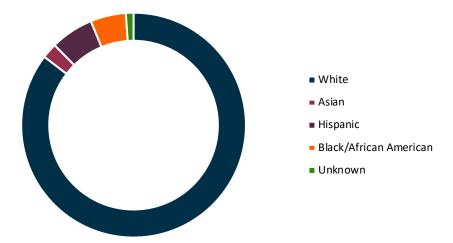
Study Abroad and Travel Study _____

Participation in travel study or study abroad over the past 3 years increased from 175 students in 2016, to 178 students in 2017, and 195 students in 2018. Black/African American participation increased over the past 3 years.

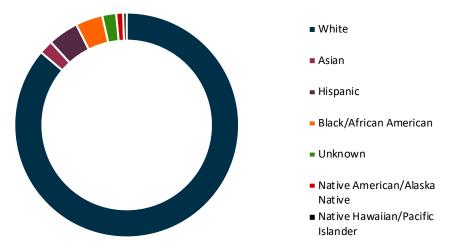
2018 - Participation in Travel Study/Study Abroad



2017 - Participation in Travel Study/Study Abroad



2016 - Participation in Travel Study/Study Abroad



We have seen the momentum continue in regard to the underrepresented students on the campus of SIUE.



Students from the Chicago Area Bus Tour.

Undergraduate Admissions

The Office of Undergraduate Admissions again continues to work towards fulfilling the vision of SIUE and carrying out the values of the institution. In particular, the Office of Undergraduate Admissions again has made great strides in promoting the value of Inclusion. As stated in the values:

Inclusion

- A welcoming and supportive environment
- Openness to the rich diversity of humankind in all aspects of university life
- Respect for individuals, differences, and cultures
- Intellectual freedom and diversity of thought

Through a variety of initiatives, such as targeted recruitment efforts; visit programs; utilization of current SIUE students and faculty/staff; and collaboration from the entire university community, we have seen the momentum continue in regards to underrepresented students on the campus of SIUE.

Efforts Include

Chicago Area Bus Tour

2018 - The Office of Admissions again held our annual Chicago Area Bus Tour, targeting admitted students from the Chicago area, including Chicago Public Schools. The program allows prospective students to meet other SIUE students, faculty and staff through a variety of fun activities and opportunities. For 2018, we filled one bus with 52

who attended the Chicago Area Bus Tour, 33 have enrolled at SIUE (as of 5/15/18). This is a 63% yield; by far our highest yield for any visit program.

On-Site Admission Programs

In collaboration with the high school counselors/fair organizers, various staff within the Office of Admissions visit targeted high schools/college programs (including expanding our efforts again in the local region), and offer on-site admission to those students who meet the SIUE admission criteria. These programs allow us to be one of the first universities students are admitted to as well as letting them know of their next steps to enrolling at SIUE.

Various email and postcard campaigns

To better yield admitted students, we do a series of emails and a postcard campaign to inform not only students, but also their families about the value of a SIUE education.

- African-American postcard mailing (April 2018)
- Hispanic postcard mailing (April 2018)
- Attendance at college fair programs targeting minority students
 - ▶ 100 Black Men (Chicago, IL) and on-site admission program
 - ▶ Infinite Scholars College Fair and on-site admission programs (Chicago, IL and Gary, IN)
 - ▶ Black Student Leadership Conference, College of DuPage, IL
 - > St. Louis Public School City Fair, St. Louis, MO
 - ▶ SIUE East St. Louis Charter School Visits and various programming, including on-site admissions
 - > United States National Hispanic Leadership Institute College Fair and Leadership Summit in Chicago, IL
 - ▶ ESOL Bilingual Migrant College Fair in St. Louis, MO
 - > Illinois Association for College Admission Counseling (IACAC) "Motivate Me" college fair aimed at underrepresented students from the Chicago region, Chicago, IL
 - ▶ National Campus Pride LGBTQ College Fair St. Louis, MO
- Hosted the Illinois Association for College Admission Counseling (IACAC) Camp College program on the SIUE campus in July 2017. This program provided rising seniors the unique opportunity to learn about the college search and application process firsthand from college admission professionals and high school counselors. Participants learned about navigating a college fair, essay writing, identifying college fit/match, financial aid, and many more topics. In addition, students experienced living, eating, and playing while on the SIUE campus. The Office of Undergraduate Admissions covered the cost of facilities and various meals. This program will be hosted on the SIUE campus again in July 2018.



Students at the IACAC Camp in July.

- Assisted with School of Pharmacy Healthcare Diversity Summer Camp. This is a one-week summer camp for rising high school sophomores, juniors and seniors with an interest in pursuing a degree in healthcare. The aim of the summer camp is to expose students to careers in healthcare (Pharmacy, Nursing, and Dental Medicine) offered at SIUE. The Office of Undergraduate Admissions assisted at this program with publications.
- Collaboration with the Hispanic Leaders Group of Greater St Louis (partnership with SIUE) including presentation by Anna Schuh, Admission Coordinator, to various members of the Hispanic Leadership Institute that includes 20 selected high school students from the region on the campus for a day (June 2018).
- Building of a partnership with St. Louis Graduates; a foundation whose mission is to increase the proportion of low-income, first generation and African American students in the St. Louis region who earn a postsecondary degree. Admission Counseling staff assisted with staffing their office during both the fall and spring terms. In addition, we collaborated with the foundation to provide resources and presentations relating to undocumented and DACA students and families.
- Collaborated with SIUE Safe Zone in staffing and assisting with the SIUE exhibit during St Louis Pride Week.
- Continued production of the Diversity and Inclusion brochure utilized in both application and yield efforts. This brochure was a collaboration with the Office of Institutional Diversity and Inclusion to provide a more comprehensive overview of all support available at SIUE.
- Continued scholarships offered to underrepresented students, including students going into various ARING THE programs.
- Attendance at the "Sharing the Dream" annual conference held each May in Joliet, IL. This conference provides opportunities to learn more about supporting undocumented students on the campus.

To summarize, with the various programs and support from so many campus offices and individuals, the Office of Undergraduate Admissions continues to strive towards fulfilling the value of openness by recruiting and retaining a diverse student population.

It is our hope that through continued recruitment efforts, the Graduate School and the Office of Graduate and International Admissions can strengthen our commitment to diversity and inclusion by providing a pathway for qualified minority and underrepresented students to attend SIUE.





Graduate & International Admissions

In the fall of 2016, the Graduate School, along with the Office of Graduate and International Admissions, launched a pathway recruitment initiative focused on diversifying the SIUE applicant pool and increasing the number of qualified underrepresented students and students of color in our graduate programs. Recruitment efforts center on Minority Serving Institutions (MSI), Hispanic Serving Institutions (HSIs), Historically Black Colleges and Universities (HBCUs), and McNair programs at universities in states near Illinois.

In the pilot, SIUE Graduate Admissions staff worked with the Social Work and Art Therapy Graduate programs to help them connect with HBCUs within our region. In April of 2017, SIUE welcomed 12 students from two HBCUs (Lincoln University in Missouri and Lane College in Tennessee) for the Graduate Research Symposium and Visit Days. Building off this success, staff were able to visit 11 HBCUs last fall to attend recruitment events and make connections with representatives of these institutions.

HBCU Target Institutions

Dillard University Harris-Stowe State University Kentucky State University Lane College LeMoyne-Owen College Lincoln University Missouri Philander Smith College Rust College Spelman College/Morehouse and Clark Atlanta University of Arkansas Pine Bluff

New Orleans, LA St. Louis, MO Frankfort, KY Jackson, TN Memphis, TN Jefferson City, MO Little Rock, AR Holly Springs, MS Atlanta, GA Pine Bluff, AR



The connections built through the previous year allowed SIUE to welcome 38 juniors and seniors in April 2018 from seven HBCUs (Harris-Stowe State University, Lane College, LeMoyne-Owen College, Lincoln University of Missouri, Philander Smith College, Rust College, and Spelman College) to campus for the Graduate Research Symposium and Visit Days. Students in attendance had GPAs of 3.0 or higher and represented a wide variety of majors, including STEM.

Of the 38 students that visited campus this year, five received Graduate Scholar Awards:

- Lauryn Joiner, Rust College Sociology
- Darian Vayson, Spelman College -Public Administration and Public Affairs
- Jaunna Bryson, Rust College -Mechanical Engineering/Bio-Mechanics
- DeShay Kidd, Spelman College -Instructional Technology, International Education
- Jotham Nixon, Philander Smith College



It is our hope that through continued recruitment efforts, the Graduate School and the Office of Graduate and International Admissions can strengthen our commitment to diversity and inclusion by providing a pathway for qualified minority and underrepresented students to attend SIUE.



News and Media Headlines

SIUE is fortunate to have multiple media outlets committed to covering diverse news stories on and around our campus. Here we highlight events of note, along with recognition for our diversity and inclusion champions and their important work.



June 26, 2017

SIUE Safe Zone Shows its Pride at St. Louis

"For the fourth consecutive year, Southern Illinois University Edwardsville Safe Zone helped add to the color, exuberance and delight of St. Louis' annual PrideFest Grand Parade..."

July 4, 2017

Multicultural Position filled by staff counselor

"Staff Counselor and confidential adviser Lindsay Serrano will be taking over the multicultural counselor position at the end of the July..."

August 22, 2017

A message to international students: The transition is hard, worth it

"When college personnel graduate student Liang Ge, of China, first traveled to America, he did not know what to expect..."

September 15, 2017

Arts & Issues and SIUE Xfest Present Sidra Bell Dance New York

"Provocative dance, outrageous glamour and elaborate cinematic performances will converge on stage when the Sidra Bell Dance New York Company comes to Southern Illinois University Edwardsville..."

September 28, 2017

ALESTLE VIEW: Racial controversies deserve immediate action

"SIUE recently faced events that have brought racial tension to campus..."

September 28, 2017

Campus Police and Administration work to find solutions

"Two incidents of racism and division occurred on SIUE's campus within the past two weeks..."

October 5, 2017

NFL protest remains divisive subject on campus

"With the recent racially charged incidents on campus and the national controversy over NFL players protesting police brutality by kneeling for the national anthem, it's no surprise members of the SIUE community have their own opinions of what constitutes an acceptable form of protest..."

October 7, 2017

Arts & Issues and Native Studies to bring Joanne Shenandoah to SIUE Campus

"Grammy Award winner, singer, composer, acoustic guitarist and renowned Native American musician Joanne Shenandoah will perform..."



October 9, 2017

Buddhist temple donates encyclopedias to Lovejoy Library

"The Fo Guang Shan St. Louis Buddhist Temple is presenting Lovejoy Library with a 20-volume set of Encyclopedias of Buddhist Arts..."

October 12, 2017

Student Government reviews Waple's draft for racial incident protocol

"Vice Chancellor for Student Affairs Jeffrey Waple was the senate's first guest speaker, presenting a proposed plan to change the university's current response protocol in dealing with emergency situations..."

October 30, 2017

Student Government debates adding security cameras to the Quad

"In order to provide more security for students, Student Government members debated the possibility of adding more cameras to campus..."

November 30, 2017

Another racist message appears on campus

"Another racist message was found on campus this morning..."

November 30, 2017

University Housing Recognized at GLACUHO

"University Housing's Sister Circle Program achieved the Outstanding Project Award... Iván Solis-Cruz, assistant community director in University Housing, earned the GLACUHO Outstanding Graduate Practitioner Award..."

December 7, 2017

Second Racist note questions campus safety and equality

"On Nov. 30, yet another racist note was found on SIUE's campus. This time, instead of in Cougar Village, the note was written on a blackboard in Peck Hall..."

December 7, 2017

Breaking the silence: a recognizable feat

"Over the past year, people stepping out of their comfort zone to stand up for what they believe in has become more and more common..."

January 10, 2018

Dorsey to Head SIUE Disability Support Services

"Dorsey arrives at SIUE after serving as associate director of adaptive and educational services at Indiana University Purdue University in Indianapolis (IUPUI) since 2014..."



January 16, 2018

SIUE's Dr. Jessica Harris Named Dr. Martin Luther King Jr. **Faculty Humanitarian Award Winner**

"In recent years, some of the more thoughtful, inspiring and progressive developments at Southern Illinois University Edwardsville have the fingerprints of Jessica Harris, PhD, associate professor in the Department of Historical Studies, all over it..."

January 16, 2018

SIUE East St. Louis Charter High School's Roundtree Selected for Dr. Martin Luther King Jr. Humanitarian Award

"Shawn Roundtree, Southern Illinois University Edwardsville East St. Louis Charter High School (CHS) social worker and athletic director, was chosen to be the Dr. Martin Luther King Jr. University staff humanitarian winner..."

January 16, 2018

Administration introduces new Bias Incident Response Protocol on campus

"Following several incidents of racism and racial tension on campus last semester, SIUE's administration has created the Bias Incident Response Protocol, which went into effect on Jan. 12...."

January 23, 2018

SIUE community address student disconnect and involvement

"Members of the SIUE community met at the biweekly sustained dialogue meeting Friday to discuss issues of student involvement and the disconnect between students, student leaders and administration..."

January 25, 2018

Former GSA president brings new LGBT diversity plan to **Student Government**

"Two guest speakers approached student representatives with plans regarding mental health issues on campus and diversity for LGBT students at Monday night's Student Government meeting..."

January 30, 2018

Administration expands multicultural center

"The new center will be rebranded and called The Center for Student Diversity and Inclusion. Administration will also hire a staff of graduate assistants and student workers to support the new vision of the center as well as a new director..."



February 6, 2018

SIUE community express a need for advocacy to administration

"The main issues expressed were advocacy, inclusion of black male students, hiring more black professors, academic recognition for black students, retention and graduation rate assessment and bias training specifically regarding black men..."

February 8, 2018

Student Government goes over changes to Multicultural Center, Disability Support Services

"It's not just about specific programming toward specific races and ethnicities, it's about inclusion and bringing folks together from different races, ethnicities and backgrounds into a discussion about how we can live harmoniously and work together collaboratively, Waple said..."

February 15, 2018

Brown Paper Bag series tackles microaggressions

"The Department of Health and Counseling Services partnered with the SIUE community to identify ways to prevent microaggressions..."

February 19, 2018

Dr. Guion Bluford Jr., the First African American in Space, to Speak at SIUE's Arts & Issues Presentation Feb.

"From space, the Earth looks like a small planet without borders, which emphasizes the need for those living on it to work together, according to Dr. Guion "Guy" Bluford Jr., the first African American in space..."

February 22, 2018

Black Heritage Month: why does it matter?: 'Learn your history,' Venessa Brown urges others

"With racial tensions and racially-charged notes left on campus, this year's Black Heritage Month serves as much more than a few events and a glorified title. To African-American individuals on campus, it means reflecting, embracing and being proud of the culture, regardless of others..."

February 28, 2018

SIUE's New Diversity Wall Showcases Its Dedication to **Inclusion**

"Diversity and inclusion are values of Southern Illinois University Edwardsville that the campus has demonstrated, been awarded for and is committed to improving. Now, these attributes can also be found on display on the University's new Diversity Wall..."



March 29, 2018

Avoiding Tunnel Vision: Student Government provides mirror experience with Tunnel of Oppression event

"Impactful displays will be put together by organizations for diversity on campus to raise awareness for important problems occurring globally and close to home..."

April 5, 2018

Diversity Committee addresses intersectionality and sexual harassment

"The School of Education, Health and Human Behavior's Diversity Committee brought Amy Hunter, director of racial justice for the Young Women's Christian Association of St. Louis, to campus March 28 to talk about sexual harassment and intersectionality..."

April 11, 2018

SIUE Offers Enriching Mentorship to NAACP ACT-SO Program **Participants**

"Southern Illinois University Edwardsville faculty, staff and student volunteers provided expert knowledge, confidence-boosting encouragement and inspiring advice to 32 of the 54 students from St. Clair County participating in the NAACP's East St. Louis ACT-SO (Afro-Academic, Cultural, Technological, Scientific Olympics) program..."

April 12, 2018

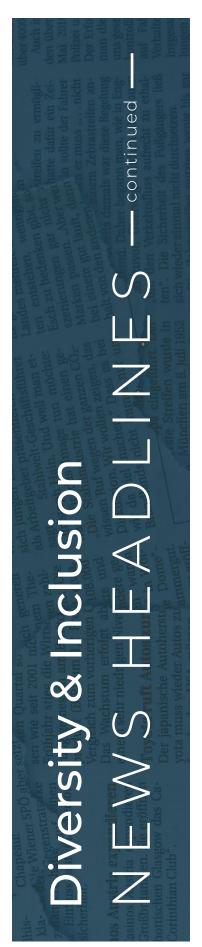
Letter to the editor: SIUE needs to create change

"I, as a LGBTQ, disabled individual, have often felt excluded over my lifetime. I have felt the raw, bleeding, aching pain of being ridiculed for my differences. And I have remained silent for far too long about what the people of color have been dealing with on this campus, such as racist statements on a classroom chalkboard, on the door of our classmates and peers and more..."

April 12, 2018

Students present new LGBT-friendly plan to SIU system president, push for LGBT-inclusive housing

"The plan lists ideas such as preferred name changes, a wider look at pronouns for students who may identify outside of the gender binary when registering for school and a Student Government Diversity Council Reform, asking that representatives from minority communities to advocate for their respective communities in the Diversity Council..."



April 17, 2018

SIUE organization aims to reach New Horizons

"There are common misconceptions people may have when it comes to disabilities, but New Horizons has made it their mission to dispel those stereotypes..."

April 26, 2018

Disability Support Services changing name to welcome more students: ACCESS, which stands for Accessible Campus **Community and Equitable Student Support**

"We want students to know that we're here to help them, to remove gatekeepers and make sure that the campus is as welcoming as humanly possible,' Dorsey said..."

May 14, 2018

SIUE's Dorsey to Receive Champions of Community **Engagement Award**

"Edwardsville's Dominic Dorsey, director of Disability Support Services, is being honored by The Empower Indy Inc. in conjunction with the Powerhouse Church of Indianapolis Inc., as one of its Champions of Community Engagement..."

May 15, 2018

SIUE Student-Athletes Excel in the Classroom

"The recently completed 2018 spring semester saw 71.6 percent of SIUE studentathletes finishing the semester with a GPA above 3.0..."

May 25, 2018

SIUE's Harris Receives Leadership Award from her Alma Mater, **Dillard University**

"Harris's achievements and outlook won her the attention of her alma mater, earning her Dillard's 40 Under 40 award. In part, the awards program honors 40 Dillard alumni under the age of 40 who have demonstrated excellence in their professional field, community or the world..."

HEED Award 2017-2018



Southern Illinois University Edwardsville was honored to be recognized as a Higher Education Excellence in Diversity (HEED) Award recipient in 2017 for the fourth consecutive year. SIUE is one of approximately 20 schools nationally to receive the HEED Award for four consecutive years. INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education, bestows this honor on select U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

HEED Award

According to Dr. Venessa Brown who submits the HEED Award application each year on behalf of the university, diversity and inclusion are embedded in the University's mission, vision and values. Receiving our fourth consecutive HEED Award recognizes SIUE's commitment to preserving a community of inclusiveness.

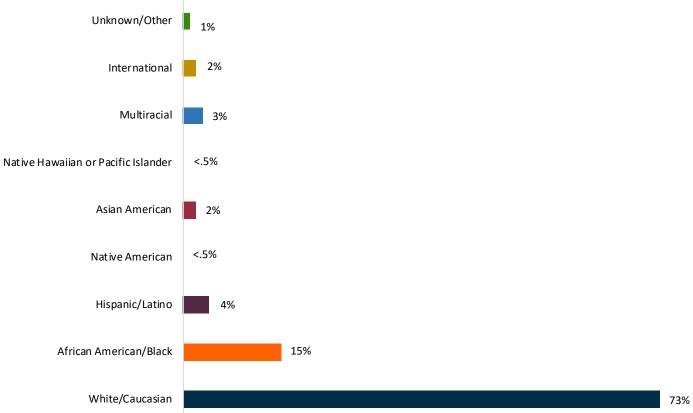
Our goal moving forward is to be recognized as one of INSIGHT Into Diversity's Diversity Champion schools, which are selected from the top tier of HEED Award recipients. Diversity Champion institutions exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs, and at the highest administrative levels. Known for visionary leadership, Diversity Champions are institutions that set the standard for thousands of other campus communities striving for diversity and inclusion. They develop successful strategies and programs, which then serve as models of excellence for other institutions. Diversity Champion schools exceed everyday expectations, often eclipsing their own goals.

2017 DATA

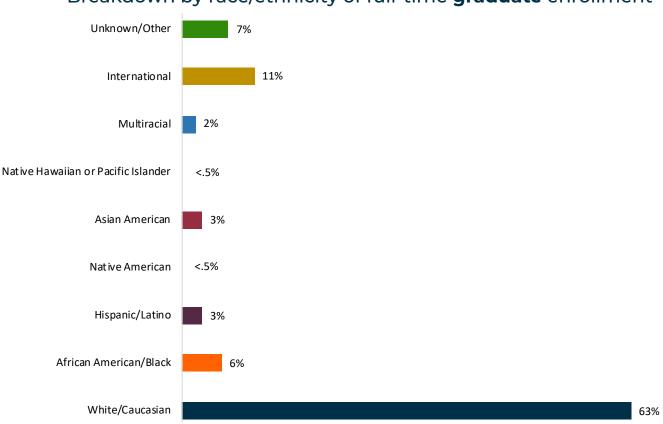
STUDENT DEMOGRAPHICS



Breakdown by race/ethnicity of full-time undergraduate enrollment

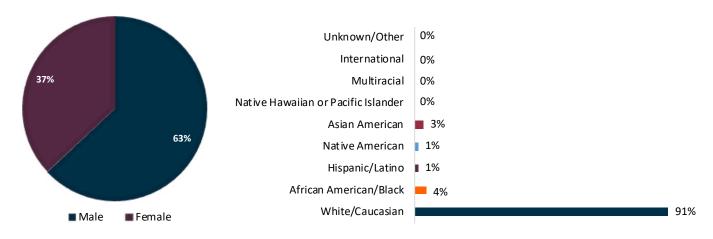


Breakdown by race/ethnicity of full-time graduate enrollment

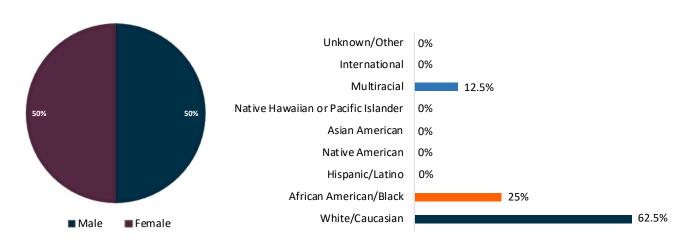


ADMINISTRATOR, FACULTY, AND STAFF DEMOGRAPHICS

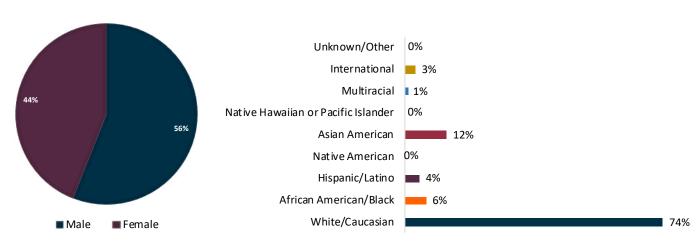
Administrative Leadership



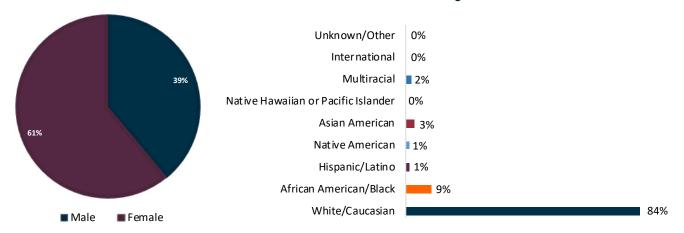
Governing Board



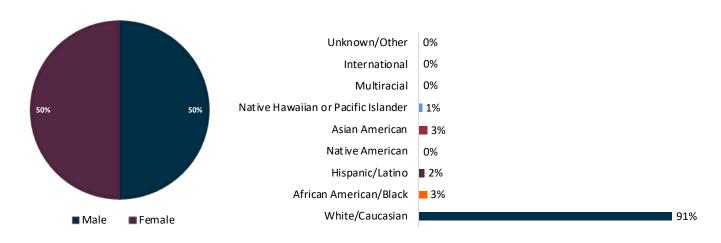
Full-time Tenured and Tenure-track Faculty



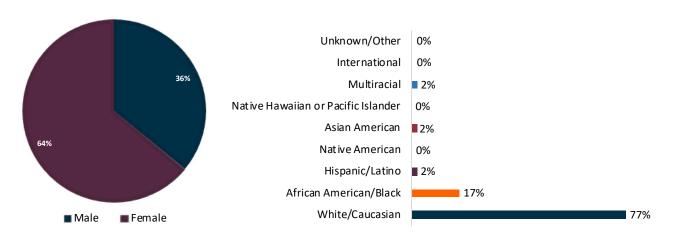
Full-time Non-tenure-track Faculty



Adjunct Faculty



Full-time Non-instructional Staff



of **LEADERSHIP** identifies as having a disability

1% identifies as a veteran

of **FACULTY** identifies as having a disability

identifies as a veteran

of STAFF identifies as having a disability

identifies as a veteran

GOVERNING BOARD identifies as having a disability

12.5% identifies as a veteran

RECRUITMENT AND RETENTION

What efforts do you use to recruit historically underrepresented and first-generation students?

Community outreach • Admissions officers with a diversity focus On-campus diversity recruitment efforts • Social Media Outreach Community college bridge programs • Partnership with St. Louis Graduates *Pre-college programs for K-12 students* • Holistic admissions process Race-conscious scholarships • Economic-conscious scholarships Recruiter attendance at underrepresented student conferences **Healthcare Diversity Summer Camp** • Chicago area bus tour Collaboration with the St. Louis Hispanic Chamber of Commerce

What efforts do you use to improve retention and graduation rates for historically underrepresented and first-generation students?

Campus-wide strategic retention plan • Supplemental instruction

Institutional research on student success patterns • Free tutoring support

Cohort-based academic success and leadership programs

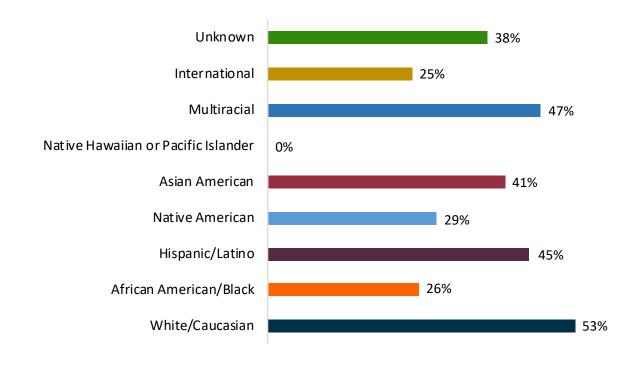
Academically themed diverse student organizations • Taking Aim at SIUE Initiative

First-year experience programs • Culturally relevant advising

Academic recovery informational sessions - Partners for Success

Early alert initiatives - 5th Week Freshman Assessment

What are your six-year graduation rates for undergraduate full-time students in the following groups?



We use the following diversity publications and/or job boards to attract diverse job candidates:

- INSIGHT Into Diversity
- American Association of Hispanics in Higher Education
- Hispanic Chamber of Commerce St. Louis
- Historically Black Colleges & Universities Connect. This site also shares postings to:

AfricanAmericanCareers.com BlackHistory.com

BlackNews.com HBCU.com

ConnectPlatform.com BlackWomenConnect.com TylerPerryFans.com BlackinAmerica.com HBCUNetwork.com BlackAccountants.com

BlackPhD.com BlackCEOs.com SupplierDiversity.com DMVBlack.com

Polyppl.com AfricanAmericans.net BlackSkiClub.com BlackStudents.com

BlackExperts.com

- Illinois Job Network direct post sites
- Veteran Services St. Louis County & St. Louis City
- U.S. Department of Veterans Affairs
- Madison County Urban League
- East St. Louis Illinois Department of Employment Security Office
- Scott Air Force Base Family and Airman Readiness Center

What strategies does your institution use to retain diverse faculty on your campus?



Family-flexible tenure time lines Mentor programs for diverse faculty Graduate research support for new diverse faculty Start-up research funds for new diverse faculty Affinity or employee resource groups Family friendly leave policy Opportunity to suspend tenure clock



What strategies does your institution have in place to ensure diversity planning and accountability?

Our institution's official mission statement includes diversity and inclusion as one of its core values

Our diversity and inclusion goals and plans are embedded in the campus-wide strategic plan

Our campus has a centralized diversity plan

Our institution has a campus-wide diversity committee or taskforce

We use a **diversity scorecard** to measure our diversity progress

Our diversity office has the opportunity to **formally report** on campus diversity plans, successes, challenges, and opportunities at meetings of our governing board

Our diversity office submits and makes public an **annual diversity report**

Each school has a diversity committee and is developing a diversity plan specific to that school's goals

We have the following offices on our campus:



Our institution has the following affinity/employee resource groups:



How is your chief diversity officer's role situated for success?

- Our chief diversity officer reports to the Chancellor
- Our chief diversity officer position is an executive-level or cabinet position
- Our chief diversity officer has their own budget
- Our chief diversity officer has a deciding vote on the diversity council
- Our chief diversity officer can attend governing board meetings and present the case for campus diversity
- Our chief diversity officer has input into the budget allocated to their office

Our institution offers the following accommodations for students with disabilities:



Sign language translators in the classroom Section 508 website compliance Computer-assisted real-time captioning Instructional materials in accessible formats Online learning systems accessible to all students Wheelchair-accessible curbs and building ramps Elevators in all buildings (excluding certified historic ones) Wheelchair-accessible buildings (excluding certified historic ones) How does your institution help students develop cultural competence?

Faculty are requested, where applicable, to *incorporate diversity into* their curriculum

We have **diversity courses** for students

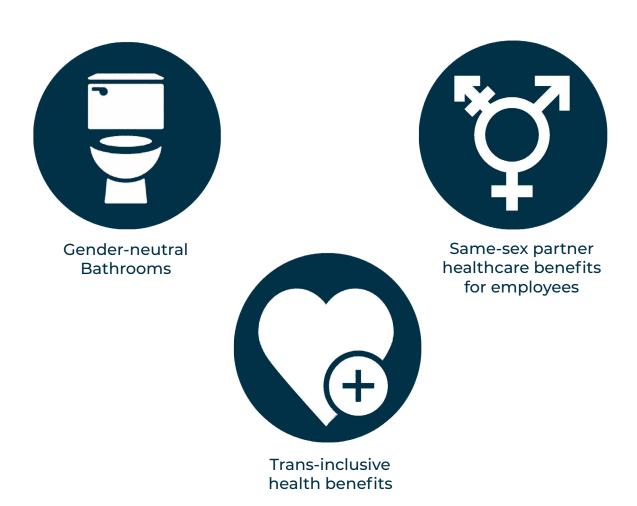
We have **multicultural events** on campus

We have multicultural student clubs and organizations

Issues of diversity are woven into the first-year experience program

We offer opportunities for Pell Grant students to **study abroad**

Our institution offers:



Diversity and Inclusion Strategic Plan

We are proud to present the new 7-year 2018-2025 SIUE Diversity and Inclusion Strategic Plan, which is the result of countless hours of work by the University Diversity Council, faculty, staff, and students. Our hope is that SIUE's commitment to the goals, objectives, and strategies in this Plan will be the catalyst to achieve even greater milestones for diversity and inclusion on our campus.

We developed this Diversity and Inclusion Strategic Plan with feedback and input from numerous conferences, summits, and discussions with faculty, staff, and students. We feel we have captured the voices of our campus and transformed these ideas into a Plan with solid goals to move us forward in the diversity and inclusion journey at SIUE.

SIUE DIVERSITY AND INCLUSION STRATEGIC PLAN **2018-2025 (7-YEAR PLAN)**



Goal 1

Enhance recruitment for students of underrepresented groups for both undergraduate and graduate programs, and improve retention and graduation rates for underrepresented groups attending SIUE.

Objective 1:

Achieve increased enrollments (recruitment) of students who are underrepresented relative to the available population in the state and region, as part of an institutional enrollment management plan.

1.1.1:

Strategy for Success Develop and implement an enrollment management plan that includes strategies to increase applications, admissions and enrollment percentages for admissible freshmen and transfer students from groups historically underrepresented in higher education.

Indicator of success: Outperform expected state and regional market share application, admission, and enrollment ratios for admissible freshmen and transfer students from underrepresented backgrounds.

Assigned to:

Enrollment Management

1.1.2:

Strategy for Success Invest in the development of additional pipelines and leverage existing outreach efforts to facilitate access and opportunity to higher education (e.g., SIUE-ESL Charter H.S.; Historical Black Colleges and Universities, Hispanic Serving Institutions, Hispanic Chambers of Commerce High School Hispanic Leadership Institute, Community Colleges, Healthcare Diversity Camp).

Indicator of success: Increase the yield rate (admit to enrolled percentage) for admitted

students from underrepresented races and ethnicities, particularly

African American and Hispanic or Latina(o) groups.

Assigned to: Enrollment Management, Graduate School Admissions, Office of

Institutional Diversity and Inclusion, Professional Schools, Academic

Affairs

1.1.3:

Strategy for Success Continue to formally analyze and establish routine reporting of Student Tracker and Admitted Student Questionnaire data to the University Diversity Council, Chancellor's Council and Deans' Council for all admitted freshmen including underrepresented students to demonstrate patterns among those accepting or declining offers of

admission to SIUE.

Indicator of success: Data reviewed by the University Diversity Council, Chancellor's

Council and Deans' Council as a formal agenda item twice per year and suggestions forwarded to Enrollment Management. For areas of concern, Enrollment Management to develop and carry out ex-

pedited actions to address each concern.

Assigned to: Enrollment Management, University Diversity Council, Chancellor's

Council. Deans' Council

Objective 2: Increase the academic success (retention and graduation) of diverse and underrepresented students as a part of an overall institutional plan to make excellence inclusive.

1.2.1:

Strategy for Success Develop a summer bridge program for 100 first generation low income students admitted under the academic review committee

and inclusive of underrepresented groups.

Indicator of success: Increase first-to-second year retention for this group relative to

historic performance for similarly positioned groups.

Assigned to: Enrollment Management, Office of the Provost

1.2.2:

Strategy for Success Continue to decrease the percentage of unmet need for our students with the lowest expected family contributions.

Determine appropriate institutional aid levels required to maximize enrollment and retention while maintaining

institutional net revenue goals.

Indicator of success: A decrease in the percentage of unmet need for our neediest

students.

Assigned to: **Enrollment Management**

1.2.3:

Strategy for Success Align and coordinate current efforts in place to support

underrepresented student persistence and completion rates.

Indicator of success: Set targets for performance relative to peer institutions to ensure

that SIUE is performing above the median within three years. (See IBHE, IPEDS or US News. Align ourselves with schools having similar entrance requirements and freshman cohort diversity. Set a long-term goal of performing in the top ten percent of peers.)

Assigned to: Enrollment Management

1.2.4:

Strategy for Success Create and expand mentoring programs for students to improve

student success and retention.

Indicator of success: Increase in retention rates of students.

Assigned to: Student Affairs



Goal 2

Increase and retain the number of faculty, staff and administrators from underrepresented groups.

Objective 1: Enhance and improve recruiting processes (hiring policies, search committee training, and search processes).

2.1.1:

Strategy for Success Develop a university-wide hiring policy that is followed by all units hiring, that ensures an equitable search process, and conforms to

external requirements (example: civil service).

Indicator of success: New faculty and staff hires from underrepresented groups, as

reported by the Office of Institutional Research.

Assigned to: Office of Equal Opportunity, Access and Title IX, Human Resources,

Academic Affairs

2.1.2:

Strategy for Success All search committee chairs will complete training related to

diversity recruitment processes.

Indicator of success: The number of training sessions and the number of people trained

on how to develop action oriented plans.

Assigned to: Office of Equal Opportunity, Access and Title IX, Center for Faculty

Development and Innovation, Human Resources

Strategy for Success Confirm that all SIUE job descriptions include language regarding 2.1.3:

the importance of diversity and inclusion.

Indicator of success: Increase in the number of people applying, interviewing, and hired for faculty and staff, affirmative action plan job group, from underrepresented groups, as reported in the University's Affirmative Action Plan relative to the available national pool.

Assigned to:

Human Resources, Office of Equal Opportunity, Access and Title IX, Department Chairs, Deans, Directors

Objective 2: Create pathways for faculty and staff from underrepresented groups to advance at SIUE as staff, faculty and administrators by enhancing and retaining retention processes (Development Workshops [resumes, testing, interviewing], Mentoring).

2.2.1:

Strategy for Success Create and expand workshops on career development, effective interviewing techniques and inform the university community on these opportunities.

Indicator of success: Growth in the number of faculty, staff, and administrators from underrepresented groups who achieve tenure, promotion, and career advancement as reported by the Office of Institutional Research.

Assigned to:

Career Development, Center for Faculty Development and Innovation, Human Resources

2.2.2:

Strategy for Success Create and expand mentoring programs for faculty and staff.

Indicator of success: Decrease in voluntary and involuntary departure rates or turnover rates of faculty, staff, and administrators.

Assigned to:

Center for Faculty Development and Innovation, Office of Institutional Diversity and Inclusion, Deans, Directors

2.2.3:

Strategy for Success Conduct exit interviews or exit surveys to find out why people

leave SIUF.

Indicator of success: Compilation of data as collected through units, schools, and departments reflecting improvement in retention and success to determine whether retention strategies are working.

Assigned to:

Department Chairs, Deans, Directors, Human Resources



Goal 3

Build a community that fosters learning, scholarship, and creative activities that reflect understanding of global diversity and a commitment to inclusion and social justice.

Objective 1: Work with Faculty Senate and Student Affairs to identify ways to strengthen the university curriculum and enhance cocurricular activities to increase learning.

3.1.1:

Strategy for Success Assess learning outcomes related to SIUE's Objective for the Baccalaureate Degree which states, "All students will gain an understanding of the traditions that influence individuals and communities in order to develop a respect for and a sensitivity to human diversity. Students will gain a deeper understanding of global interdependence."

Indicator of success: The general education assessment committee will provide baseline data on this outcome and the Office of the Provost will work with stakeholders to establish targets.

Assigned to:

Office of the Provost, Faculty Senate

3.1.2:

Strategy for Success Implement the Sustained Dialogue (SD) Pilot and determine how SD can become part of the curricular and/or co-curricular experience for students.

Indicator of success: Students, staff and faculty will complete SD training and the SD pilots will be implemented in Honors and in co-curricular opportunities. Faculty Senate will consider whether SD can become a requirement.

Assigned to:

Office of the Provost, Student Affairs

3.1.3:

Strategy for Success Faculty will work with Faculty Senate and the Office of the Provost to determine how to strengthen the Lincoln Program or the SIUE Experience to address diversity, equity, and inclusion.

Indicator of success: A completed pilot or a curricular proposal could be a result of

these efforts

Assigned to:

Office of the Provost, Student Affairs, Faculty Senate

Objective 2: Increase awareness, competencies, and capacities of faculty and staff to effectively address issues of diversity and inclusion.

3.2.1:

Strategy for Success Enhance professional development opportunities through increased programming in support of inclusive excellence.

Indicator of success: Plan and implement professional development activities related to diversity and inclusion at least two times per year for faculty and staff.

Assigned to:

Vice Chancellors, Office of Institutional Diversity and Inclusion

3.2.2:

Strategy for Success Provide support for faculty to transform or create courses that achieve diversity and inclusion-related learning outcomes.

Indicator of success: Increase the number of faculty engaging in course redesigns and/ or new courses to integrate inclusive pedagogies or to enhance diversity and inclusion content.

Assigned to:

Academic Affairs

3.2.3:

Strategy for Success Develop specific outreach strategies to encourage

underrepresented and diverse faculty and students to participate in

URCA and other high-impact practices.

Indicator of success: Increased number of underrepresented students in URCA and increased percentage of underrepresented students completing a high impact practice prior to Senior Assignment.

Assigned to:

Office of the Provost



Objective 3: Provide opportunities for student participation in high-impact learning experiences that promote learning related to global citizenship, diversity and inclusion, including study abroad, services learning, etc.

3.3.1:

Strategy for Success Increase opportunities for study abroad opportunities and improve funding to support study abroad experiences.

Indicator of success: Increase numbers of students studying abroad; broader array of study abroad opportunities across academic units and programs.

Assigned to:

Academic Affairs (Academic Advising, International Affairs) and

Advancement

3.3.2:

Strategy for Success Develop and implement plans to enhance student participation in intentionally designed high impact learning experiences, whether

in general education, major programs, or co-curricular

experiences.

Indicator of success: Increased numbers of students participating in high impact

learning experiences, whether in general education, major

programs, or co-curricular experiences.

Assigned to: Academic Affairs

3.3.3:

Strategy for Success Develop plans that will strengthen the relationship between

Academic Affairs and the community engagement activities of the

East St. Louis Center and SIUE-ESL Charter High School.

Indicator of success: Increased numbers of students and faculty participating in high

impact learning experiences, whether in general education, major

programs, co-curricular experiences.

Assigned to: Academic Affairs



Goal 4

Develop and maintain a campus climate that acknowledges, embraces, and celebrates diversity and inclusion as a core value of the SIUE community.

Objective 1:

Create a campus climate that is civil, supportive, and respectful, and that values differing perspectives and experiences.

4.1.1:

Strategy for Success Develop an annual diversity and inclusion training for all students,

faculty, and staff.

Indicator of success: Decreased number of reported racial and bias incidents.

Assigned to:

Office of Institutional Diversity and Inclusion

4.1.2:

Strategy for Success Expand efforts for ongoing town halls, university workshops, and open dialogue sessions focusing on diversity and inclusion that help to prevent harassment, retaliation, discrimination and

provide productive ways to resolve conflict.

Indicator of Success: Faculty, staff, and students will report a decrease in harassment, retaliation, and discrimination reports as reflected in the campus

climate survey.

Assigned to: Office of Institutional Diversity and Inclusion, Office of Equal

Opportunity, Access and Title IX, Human Resources

4.1.3:

Strategy for Success Create an annual Diversity and Inclusion Day at SIUE which includes reviewing the dashboards, guest speakers, student presentations, learning assessment outcomes, and presentations by internal and

external leaders focusing on diversity and inclusion.

Indicator of success: Broad representation from students, faculty, staff and

administrators across all units attend the meeting.

Assigned to: Office of Institutional Diversity and Inclusion, Student Affairs

4.1.4:

Strategy for Success Increase connections between the Chancellor's Council and the

University Diversity Council.

Indicator of success: Chancellor's Council and University Diversity Council hold annual

joint meeting focused on diversity and inclusion; each member from the Chancellor's Council will attend one University Diversity

Council meeting per year.

Assigned to: Chancellor's Council, University Diversity Council

Objective 2: Review campus culture data.

4.2.1:

Strategy for Success Conduct campus climate surveys every three years.

Indicator of success: Improvement in results of diversity and climate-related perceptions as measured by the campus climate surveys that will be conducted

every three years by the University Diversity Council and other surveys conducted by the Office of Institutional Research.

Assigned to: University Diversity Council, Institutional Research

4.2.2:

Strategy for Success Develop and implement a process for regular review of the SIUE

Diversity and Inclusion Strategic Plan.

Indicator of Success: An annual report to the University community.

Assigned to: University Diversity Council



Objective 3: Enhance communications projecting diversity and inclusion.

4.3.1:

Strategy for Success Create a Board of Trustees (BOT) report section focusing on

diversity and inclusion to be covered each meeting.

Indicator of success: Reports are prepared at each meeting during the year.

Assigned to: Chancellor, University Diversity Council

4.3.2:

Strategy for Success Review web-based material to assure that diversity and inclusion

is reflected.

Indicator of success: Web-based material reflects diversity and inclusion at SIUE.

Assigned to: Marketing and Communications, University Diversity Council

Objective 4: Review policies and procedures pertaining to diversity,

inclusion and equity.

4.4.1:

Strategy for Success Develop an Americans with Disabilities Act committee as reflected

in our Affirmative Action Plans.

Indicator of success: An Americans with Disabilities Act Committee.

Assigned to: Office of Equal Opportunity, Access and Title IX

4.4.2:

Strategy for Success Review university policies prohibiting discrimination, harassment,

and related retaliation through the university's compliance

process and student conduct process.

Indicator of success: Updated policies, procedures and changes disseminated to

university community.

Assigned to: Office of Equal Opportunity, Access and Title IX, Student Affairs,

University Diversity Council

Objective 5:

Increase, enhance, and showcase our campus-wide community

engagement diversity and inclusion initiatives.

4.5.1:

Strategy for Success Compile current campus-wide community engagement initiatives

from all units.

Indicator of success: Annually, campus-wide engagement activities are published on

the Institutional Diversity and Inclusion web site and the

University calendar. Activities are also distributed to appropriate

constituent groups.

Assigned to: Office of Institutional Diversity and Inclusion

4.5.2:

Strategy for Success Develop research projects around the university connection to the

metro east communities and showcase during Diversity Day.

Indicator of success: At least one new research project is shared during Diversity Day.

Assigned to: Academic Affairs

Objective 6: Enhance environments supporting diversity and inclusion.

Strategy for Success Expand programs, services and staffing to support the Multicultural

4.6.1: Center.

4.7.1:

Indicator of success: Increase in staff, programming and support resources to carry out

our commitment to a diverse and inclusive campus community.

Assigned to: Student Affairs

> Objective 7: Create and sustain an institutional infrastructure that effectively supports progress in achieving goals in the SIUE

> > **Diversity and Inclusion Strategic Plan.**

Strategy for Success Each academic and student services unit assigns a diversity

coordinator to promote diversity activities. Diversity coordinators

meet annually to discuss activities.

Indicator of Success: All academic and student service units actively participate in

annual dialogue meetings and Diversity Day.

Assigned to: Chancellor's Council

