FROM THE ASSOCIATE CHANCELLOR

Dear SIUE Community,

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

We in the Office of Institutional Diversity and Inclusion take this responsibility very seriously. To that end, we have provided programming and events that enrich the campus community, and also created spaces for honest dialogue and communication during these uncertain times. We are committed to making excellence inclusive here at SIUE.

Overall, we had a very productive year. This end of year report summarizes some of our 2016-2017 accomplishments, but it is by no means an exhaustive list.

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

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

Respectfully,

Venessa A. Brown, MSW, Ph.D.
Associate Chancellor and Chief Diversity Officer
Professor, Social Work

CONTENTS
2 Introduction from Dr. Venessa A. Brown
3 Diversity and Inclusion at SIUE
7 Current Diversity Demographics
8 Thank You
9 Major Goals for 2017-18

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.
◊ Mutual respect among all members in this community.
◊ A shared commitment to academic excellence in an open and harmonious campus environment.
◊ Recruiting individuals with diverse backgrounds, varying perspectives, and encouraging intellectual pursuits.

siue.edu/institutionaldiversityandinclusion
DIVERSITY AND INCLUSION AT SIUE

Campus Climate Events

Black Lives Matter Conference (nearly 400 participants), October 2016
- White Privilege Discussed at SIUE’s Third Black Lives Matter Conference
  http://www.siue.edu/news/2016/10/BLM3Conference.shtml

University Diversity Strategic Plan Summit (over 300 participants), January 2017
- On January 28, 2017, the SIUE campus and surrounding community provided feedback and input on the plan at the Inaugural Diversity Strategic Plan Summit, which was shared on Blackboard in the Office of Institutional Diversity and Inclusion’s Online Learning Community for the campus to see. The feedback from the Summit was incorporated into the plan draft that was submitted to the Chancellor’s Council in March 2017. The final stages of editing the University Diversity Strategic Plan document are underway in Spring and Summer 2017, with a Town Hall Meeting to discuss the document scheduled for Fall 2017.

Inaugural Educational Cultural Tour to the Abraham Lincoln Presidential Museum in Springfield, IL, April 2017

Redesigned and updated the Embracing Diversity and Inclusion Newsletter

siue.edu/institutionaldiversityandinclusion
Coordinated and led Mentoring Programs:
- Faculty/Staff Mentoring Student Athletes
- Faculty/Staff Mentoring Students with Disabilities
- Successfully transferred the Faculty Peer Mentoring program to faculty development

Recruitment and Retention Initiatives

Worked with the Provost on the New Strategic Hiring Initiative.

Led the Diversity Council in collaboration with Enrollment Management (Admissions, Financial Aid) in a successful rewrite of the process of selecting Meridian Scholars.
- Yield 33% of the pool with students of color and the final 20 slots with over half being students of color.
- Led the committee advocacy for a Meridian Scholarship slot for SIUE Charter High School-achieved.

Completed a University-wide Mentoring Handbook.

Met with African American Students along with Chancellor and Vice-Chancellor to address their issues as they related to climate, recruitment, retention and success on SIUE campus.

Awards and Honors

SIUE Received 2016 HEED (Higher Education Excellence in Diversity) Award for the 3rd Consecutive year

(September 11, 2016)
Southern Illinois University Edwardsville has received the 2016 Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. This is the third year that SIUE has earned the distinction. As a recipient of the annual HEED Award—a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion—SIUE was featured along with 83 other recipients in November 2016. —Excerpt from SIUE’s Press Release here.
Dr. Venessa A. Brown Receives 2017 Insight Into Diversity Giving Back Award

(February 23, 2017) Southern Illinois University Edwardsville’s Venessa Ann Brown, PhD, associate chancellor and chief diversity officer, has received the 2017 Giving Back Award from INSIGHT Into Diversity magazine, the oldest and largest diversity and inclusion publication in higher education. The Giving Back Award honors college and university administrators who go above and beyond their everyday leadership duties and give back to their campuses and communities. Brown was featured, along with 38 other recipients, in the April 2017 Leadership Support and Giving Back issue of INSIGHT Into Diversity.

- Excerpt from SIUE’s Press Release here.

Training and Education

As part of the Mass Communications weeklong presentation, “Diversity Amidst Adversity,” the Office of Institutional Diversity and Inclusion provided funding to help bring Dr. Jack Shaheen’s critically acclaimed “A is for Arab” exhibit to the SIUE campus.

The Office of Institutional Diversity and Inclusion funded three SIUE Latino student leaders to the U.S. Hispanic Leadership Institute (USHLI) in Chicago.

Provided funding to Indian Student Association to support Diwali Night celebration.

Multicultural Center Programming Highlights

September 2016:

- National Day of Encouragement
- Hispanic Heritage Month
October 2016:
- Italian/Polish/German American Day
- National Coming Out Day
- International Day for the Eradication of Poverty
- National Disability Employment Awareness Month (NDEAM)
- Film: *Viva La Causa: The Story of César Chávez*

November 2016:
- Native American/Alaska Heritage Month
- Middle Eastern Cultural Celebration

December 2016:
- Winter Clothing Drive for Women & Children at Queen of Peace Center
- World AIDS Day
- Winter Fest: Hanukkah, Christmas, and Kwanzaa

January 2017:
- World Religion Day
- Disability is Diversity
- Mentoring Day at Men’s Basketball Game
- Chinese New Year

February 2017:
- Films: *The African American Journey* and *The Rise & Fall of Jim Crow*
- Love Across Cultures
- Sexual Assault Awareness & Prevention: Monument Quilt Workshop
- History of Diversity & Inclusion at SIUE/ SIUE Head Start Black History Month Performance & Visit

March 2017:
- St. Patrick’s Day History Program

April 2017:
- Blue Ribbon Campaign: To Prevent Child Abuse & Neglect
- Autism Awareness Program

**Faculty, Staff and Department Support**

- Provided departments with graduate assistants to support faculty and staff professional development.
- Provided salary support and funding to faculty for travel studies and diverse conferences and workshops.
- Black Faculty and Staff Association was established in Fall 2016.
Current data reveals the following:

The University enrolled **11,720 undergraduate students**. There has been steady progress in the numbers of minority students enrolled at the SIUE campus. As of fall 2016, the percentage of women and minority students enrolled was:

- **Women/Female** – 53%
- **Black** – 14%
- **American Indian/Alaskan Native** – 0.2%
- **Asian/ Hawaiian Pacific Islander** – 1.9%
- **Hispanic (Latino/a)** – 4.3%
- **Two or More Races** – 3.3%

In fall 2016, there were **2,422 graduate and professional students**, of which 60% were female and 15% were minority.

The University employed **2,033 full-time employees in faculty, administrative, professional, and civil service positions** in fall 2016, of which 58% were female, 21% minority, including 14% African-American, 4% Asian and 2% Hispanic.

Women represented 48% of total full-time instructional faculty; women held 36% of professor positions, 48% of associate professor positions, and 47% of assistant professor positions. [All rates are close to or above their respective national averages.]

African-Americans represented 7% of full-time faculty. This rate is slightly higher than the national average; national data shows African-Americans represented 5.3% of all full-time faculty at predominantly [four-year White] institutions.

Asian/Pacific Islanders make up 9% of full-time faculty.

In fall 2016, minority groups represented 23% of the student population, ten years ago in fall 2006 this percentage was 12%.

In the fall 2016, minority groups represented 21% of all faculty and staff employees, and this percentage has remained steady over the last 10 years, although the total number of faculty and staff increased by 50. Minority groups, however, continue to be underrepresented at the highest ranks on university administration and faculty (e.g., Deans and Professors)

In 2016, 17% of the faculty were members of ethnic minority groups. Of the 862 faculty, 5.5% (N=47) were Black, 0.1% (N=1) were American Indian/Alaskan Native, 7.8% (N=67) were Asian, 0.3% (N=3) were Hawaiian Pacific Islander, 2.6% (N=22) were Hispanic and 0.9% (N=8) were two or more Races.

The total of Black and American Indian/Alaskan Native faculty has remained the same since 2006. Over the last ten years there have been increases in the numbers of Asian and Hispanic faculty.

The percentage of females among faculty and staff is 68%, and this was a 10% increase over the last 10 years. Females still remain underrepresented in some disciplines (e.g., Science, Teaching, Engineering, and Math) and in the highest ranks of faculty positions (e.g., Professors).

Currently the Provost and Vice Chancellor for Academic Affairs is a woman which indicates that SIUE has made great strides in senior academic leadership positions for women.

Other women who hold key academic and administrative positions University-wide include Senior Associate General Counsel, Associate Chancellor for Institutional Diversity and Inclusion, Dean of Nursing, and Director of Human Resources, to name a few.

Disability Support Services (DSS) coordinates physical and academic support services for SIUE students with disabilities. DSS serves over 300 students during the year.
Thanks You

Internal Collaborators and Supporters
Academic Affairs
Alliance of Students Against Poverty
Alpha Psi Lambda
Arabic Student Association
Catholic Newman Student Union
Center for Spirituality and Sustainability
Chancellor’s Expanded Council
Counseling Services
Disability Support Services
Enrollment Management
Event Services
Faculty Senate
Foreign Language and Literature Department
Gamma Phi Omega
Gay Straight Alliance
Hispanic Student Union
Historical Studies Department
Intercollegiate Athletics
International Student Council
Iranian Student Society
Legal Counsel
Marketing and Communications
Muslim Student Association
New Horizons
Office of Equal Opportunity, Access, & Title IX
Office of International Student & Scholar Services
Office of Retention and Student Success
Saudi Student Association

SIU President & Board of Trustees
SIUE Charter High School
SIUE East St. Louis Head Start Center
SIUE Police Department
SIUE Safe Zone
Social Work Department
Staff Senate
Student Affairs
Student Government
University Diversity Council
University Housing
Women’s Studies

External Community Collaborators
ACES 4 Youth
Belleville News-Democrat
Boeing Company
City of Alton
City of Edwardsville
Edwardsville Chapter of the NAACP
Greenville College
Jefferson College
Mt. Joy Missionary Baptist Church
Newsong Fellowship
Sierra Club (Alton Branch)
St. Louis United Way
The Journey Campus Outreach (SIUE Chapter)
MAJOR GOALS FOR 2017-2018

◊ Complete redesign and update of the Office of Institutional Diversity and Inclusion’s website, scheduled for launch during Summer 2017.
◊ Completion and implementation of the new three-year University Diversity and Inclusion Strategic Plan.
◊ Enhance diversity and inclusion programming for the entire campus community.
◊ Collaborate with the Provost Office to implement a plan for High Impact Practices and Equity.
◊ Continue to create opportunities for open campus dialogue and community engagement.