

SCHOOL OF HEALTH AND REHABILITATION SCIENCES **DIVERSITY COMMITTEE**

Diversity at IUPUI is an important component in the mission, vision and values of the university. The 4 dimensions of diversity and equity developed at the campus level are:

1. Institutional Leadership and Commitment
2. Curricular and Co-Curricular Transformation
3. Campus Climate
4. Representational Diversity

DEFINITION OF DIVERSITY

“Diversity is accepting, respecting, and recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political views, languages, or ideologies, exploring these differences in a safe, positive, and nurturing environment creates understanding beyond simple tolerance, honoring and celebrating the varying aspects of diversity within individual identities.”

Goals of the SHRS Diversity Committee

1. To use the SHRS strategic plan as the basis for the committee's direction.
2. To be leaders in incorporating the dimensions of diversity and equity developed at the IUPUI campus level into the SHRS.
3. To implement diversity goals.

Goal 7 of the SHRS Strategic Plan: Diversity

To strengthen the School's commitment to diversity and to increase cultural competency of faculty, students, and staff.

Strategic Directions:

- 1) Develop and implement a comprehensive plan for increasing diversity
- 2) Establish partnership with the Office of Equity and Inclusion to further the School's diversity goal and initiatives
- 3) Develop mechanisms to ensure that students develop appropriate cultural competency to work with individuals from diverse backgrounds
- 4) Position the School to attract undergraduate students, nonresident students, and international students
- 5) Assist faculty and students in identifying opportunities to engage in international research and service-learning activities

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[a] Conduct a review of the trends of admission and enrollment of minority students [Responsible: AD-AS, D, LT, DC*]	X	X	X	X	X

- To trend the minority representation categories to mirror IUPUI campus data and national data from other allied health professions schools. (currently only African American students numbers are trended)
 - African American
 - Asian/Pacific Islander (includes Native Hawaiian or other Pacific Islander)
 - Hispanic/Latino
 - Native American (includes American Indian or Alaska native)
- Minority representation to be reported at the end of each Spring semester, May 2010

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[b] Establish enrollment targets based on national benchmarks and develop a comprehensive plan for recruitment/retention of underrepresented minority students. [Responsible: D, DC*, and LT]	X				

- National enrollment and trends are available for OT, PT and nutrition/dietetics but not health sciences from the Association of Schools of Allied Health Professions
- The latest report for 2008 yielded the following national statistics

National trends for minority representation in 2008

		N & D	PT	OT	Health Sciences	PhD
Number of students	African American	78	407	299		
	Asian/Pacific Islander	74	555	159		
	Hispanic/Latino	51	303	135		
	Native American	12	42	15		
	Total Minority	215	1307	608		
	All Others	2794	8700	3663		
	Total Students	3009	10007	4271		
Percentage Distribution	African American	2.5%	4%	7%		
	Asian/Pacific Islander	2.5%	5.5%	4%		
	Hispanic/Latino	2%	3%	3%		
	Native American	<0.5%	<0.5%	<0.5%		
	Total Minority	7%	13%	14%		

Recruitment

- There is a current management plan which was completed in August of 2009 by Dr. MacKinnon and the admission coordinator detailing the plans for all departments as well as global recruitment initiatives. (see attachment)
- The committee's recommendations were to:
 - recruit the assistance of alumni and/or current students who are in a minority group to participate in some of the global recruiting initiatives
 - review the current website to check that the photographs/students represented are diverse

Retention

- To retain minority students a new opportunity has arisen, Nicole Wilson (Director of Rehab Services for the Community Health Network) has started a program to support minority students in OT & PT in Indianapolis. She initiated this program at the University of Indianapolis and is now offering it to our students.
- The program is fairly simple:
 - We identify students in PT and OT who would like a mentor of the same minority group, the mentor is a PT or OT working in the Indianapolis area that Nicole has identified.
 - Then we give those students e-mails to Nicole Ncwilson@ecommunity.com, and she contacts them and sets them up with a mentor
 - The mentor program includes activities like dinner together and educational offerings. Often the students receive care packages at exam time and are supported by their mentor and Nicole as much or as little as the student requires/wants.



Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[c] Review and update SHRS Diversity Council membership [Responsible: D, DC*]	X				

- The membership of the diversity committee is:
 - Dr. Amy Bayliss (Chair-Faculty rep)
 - Prof. Sharon Pape (Faculty rep)
 - Deidre Verdun (Staff rep)
 - Zach Whaley (Student rep PT)
 - Laura Reid (Student rep PT)
 - Kim Fairchild (Student rep OT)
 - Tara Koertge (Student rep OT)
- The faculty representatives will have a two-year term and the staff and student representatives a one year term.

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[d] Work in collaboration with the IUPUI Multicultural Center to offer at least one diversity-related and cultural competency professional development workshop per year for faculty and staff [Responsible: D, DC*, DCC, F]	X	X	X	X	X

- This goal was completed by the Diversity training webinar on September 25th, 2009.
- The committee's recommendations was to:
 - Consider using some of the money designated for enhancing diversity to be used to host a seminar from an expert in the field of cultural competency and healthcare for students/staff and faculty in Spring of 2010.

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[e] Work in collaboration with the Vice President for Equity and Inclusion to establish articulation agreements with Historically Black Colleges and Universities, Historically Hispanic Serving Colleges and Universities, and other universities with high minority student enrollment [Responsible AD-AS, D*, DC, DCC, LT]	X	X	X	X	X

- The committee is working in collaboration with the Office of Equity and Inclusion – our contact is Wayne Hilson, Jr. who is the Director of Multicultural Academic Relations, Office of Diversity, Equity and Inclusion. The chair of the committee will meet with him a minimum of once per semester.

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[f] Assist faculty and students to identify study-abroad opportunities [Responsible: D, DC, DCC*, LT, F]	X	X	X	X	X

- Student opportunities currently are:
 - The Ecuador trip, which PT students have independently organized in the summer of each year. Josh Yeager in the current first class is taking the lead on this trip.
 - Will we invite Josh to come and talk to the diversity committee about the plans since there may be the opportunity to include other programs, in particular OT.

Goals/Action/Responsible Parties	Year 1 2008/2009	Year 2 2009/2010	Year 3 2010/2011	Year 4 2011/2012	Year 5 2012/2013
[g] Obtain and review documented evidence that program curriculum content and pedagogical strategies reflect commitment to diversity and issues regarding health disparities [Responsible: D, DC*, DCC, F]	X	X	X	X	X

- Two years ago Dr. MacKinnon looked at all the courses in the SHRS that addressed health disparities and diversity through the syllabi course objectives. From this report it was concluded that N&D, PT and OT had numerous objectives in course syllabi reflecting this commitment but Health Sciences did not, so new objectives were written to disseminate this information.
- The committee’s recommendations are to:
 - Collect specific data from all the programs and write down the course numbers and sample objectives, then update every 2 years
- In regards to this goal the committee would also like to replicate the survey on the “campus climate for diversity”. This survey asked students, staff and faculty about the climate of diversity at IUPUI. The committee feels like gauging our climate will lead us to where we may need to improve, in order to meet our goals for the SHRS.
 - The survey questions were obtained and all students, staff and faculty will be surveyed in January, 2010 with results reported at the end of the spring semester report, May 2010.

<i>Goals/Action/Responsible Parties</i>	<i>Year 1 2008/2009</i>	<i>Year 2 2009/2010</i>	<i>Year 3 2010/2011</i>	<i>Year 4 2011/2012</i>	<i>Year 5 2012/2013</i>
[h] Document and monitor enrollment trends of international students in SHRS and collaborate with Office of International Affairs to increase the enrollment of international students [Responsible: AD-AS*, D, DC, DCC]	X	X	X	X	X

- We currently have no international students enrolled in the SHRS.
- This goal is ongoing and will require further collaboration with the Office of International Affairs.

<i>Goals/Action/Responsible Parties</i>	<i>Year 1 2008/2009</i>	<i>Year 2 2009/2010</i>	<i>Year 3 2010/2011</i>	<i>Year 4 2011/2012</i>	<i>Year 5 2012/2013</i>
[i] Document and monitor participation in minority student recruitment and retention events such as McNair Scholar's Program, TRIO. [Responsible: AD-AS, D, DC* DCC]	X	X	X	X	X

- This goal will be addressed in Spring of 2010, currently ongoing.