

Indiana Academy for Science, Mathematics and Humanities Diversity Plan

Teachers College Diversity Statement

We share the university's responsibility to prepare professionals who recognize, reflect and embrace the diversity of a global community. Diversity includes ethnicity, culture, language, exceptionality, gender, gender expression, age, sexual orientation, socioeconomic status, regional/geographic background and religion

We are committed to proactively recruiting, hiring, supporting, and retaining a diverse community of students, faculty and staff dedicated to equality and educational opportunities for all. Our commitment is operationalized through instructional practices and curricula, student admissions policies, faculty and staff development, collegial engagement, and reward systems. This commitment is reflected in the departmental policies and procedures, as well as the practice of ongoing assessment to ensure progress and continual improvement.

Teachers College Goals

- Foster a climate of inclusivity, equity, and access. (Climate/Culture)
- Develop diversity recruiting goals for faculty, staff, and students. (Recruitment)
- Identify and support the needs of diverse faculty, staff, and students. (Retention)
- Expand diversity awareness, knowledge, and competency. (Education)
- Foster and reward diversity-related scholarship, teaching and service. (Reward)
- Support dissemination of diversity-related scholarship. (Public Relations)

Indiana Academy for Science, Mathematics and Humanities – Goals

Goal 1: Ensure the quality and quantity of experiences focused on diversity and inclusivity for all members of the Indiana Academy (Climate/Culture)

- All documents will reflect inclusive language
 - Change all school documents to reflect more inclusive language and practices (i.e. gender neutral language, language and practices supportive of multiple abilities, socioeconomic status, race, etc.)
 - Change course syllabi to reflect more inclusive language and practices
 - Update website to reflect more inclusive language and practices.
- Ensure that underrepresented individuals are represented on institutional committees and involved with decision-making processes.
- Increase the number of faculty and staff who participate in at least one high-quality diversity and inclusivity professional development experiences each semester.
- Increase the number of Internship opportunities related to diversity and inclusivity for students.
- Increase the number of students participating in the Global Scholars Program.
- Increase the number of student specific diversity and inclusion events and training opportunities.

Goal 2: Recruit diverse and inclusive faculty, staff and students (Recruitment)

- Increase the number of faculty and staff from underrepresented populations interviewed and/or hired.
- Ensure that all marketing materials include diverse representation and demonstrate an environment of inclusiveness.
- Increase the number of students from underrepresented populations that are actively recruited and enrolled.
- Insure that application materials and applicant reviews account for inherit bias in areas such as standardized test performance and essay writing.
- Add a “Commitment to Inclusion” piece to the recruitment process of faculty and staff through cover letters, additional documents submitted by applicants, or interview questions.

Goal 3: Retain diverse and inclusive faculty, staff and students (Retention)

- Retain diverse and inclusive faculty
 - Intentionally partnering new faculty with established faculty mentors who can assist them in acclimating to and navigating the school and its culture.
 - Connect faculty to affinity groups across campus to come together in safe spaces.
 - Increase the number of Professional Development and training groups for faculty to effectively support each other and students from all diversity and inclusivity backgrounds.
- Retain diverse and inclusive staff
 - Connect staff to affinity groups across campus to come together in safe spaces
 - Increase the number of Professional Developments and training groups for staff to effectively support each other and students from all diversity and inclusivity backgrounds.
- Retain diverse and inclusive students
 - Utilize diverse Faculty, Student Life Counselors and Staff to coordinate and communicate campus events, speakers, and activities related to diversity and inclusion.
 - Utilize the Academy’s Diversity Committee, Inclusion Oversight Committee or similar organization to coordinate and communicate in-house events, speakers or activities related to diversity and inclusion.
 - Encourage the development or increase in the number of clubs and organizations available for diverse students to support each other.

Goal 4: All courses and programs will integrate elements of diversity and inclusion (Education)

- Increase the number of courses focused on including diversity and inclusion.
For example:
 - Courses on the literature of underrepresented or diverse groups and cultures.
 - Courses on the history of underrepresented or diverse groups and cultures.
 - May Term courses.
 - Colloquia discussion articles and topics.
- Increase the amount of course content and programming that recognizes the voices of underrepresented scholars (e.g. varied race, ethnicity, culture, language, disability,

gender, gender expression, age, sexual orientation, socioeconomic status, regional/geographic backgrounds, and religion)

- Increase the number of Outreach programs that focus or integrate elements or themes of diversity and inclusion.

Goal 5: Encourage, support and reward teaching, service, scholarship and community engagement regarding diversity (Reward)

- Modify current evaluation processes and documents to allow faculty and staff to highlight efforts in teaching, service, scholarship and community engagement regarding diversity and inclusion.
- Suggest a minimum of three high quality diversity and inclusivity training events for all faculty and staff each evaluation period.
- Create an Academy-wide rotating award for recognition of outstanding work in diversity and inclusion related teaching, service, scholarship and community engagement.

Goal 6: Support dissemination of diversity and inclusion related activities. (Public Relations)

- Increase the use of the Academy's website and other public relation avenues (e.g. Facebook, Twitter etc.) to disseminate information related to the school's diversity and inclusion related activities and programs.
- Increase collaborations with and support other organizations that are addressing diversity and inclusion related issues.