

IU Bloomington's Diversity Mapping

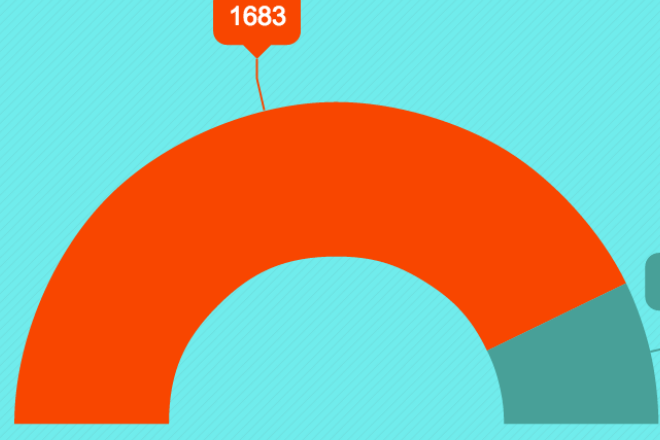
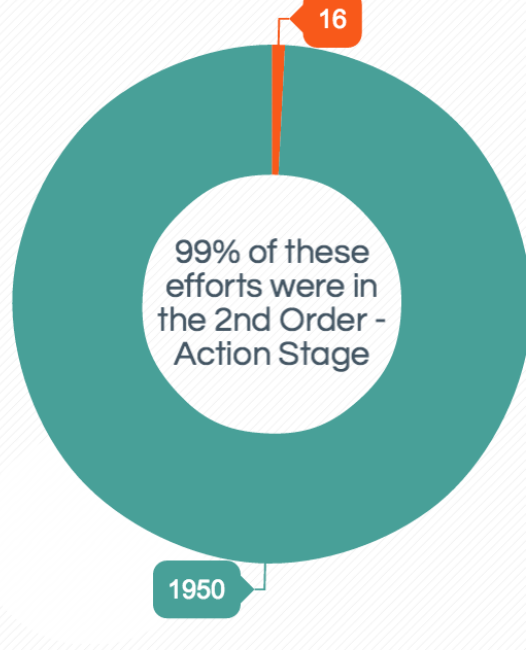
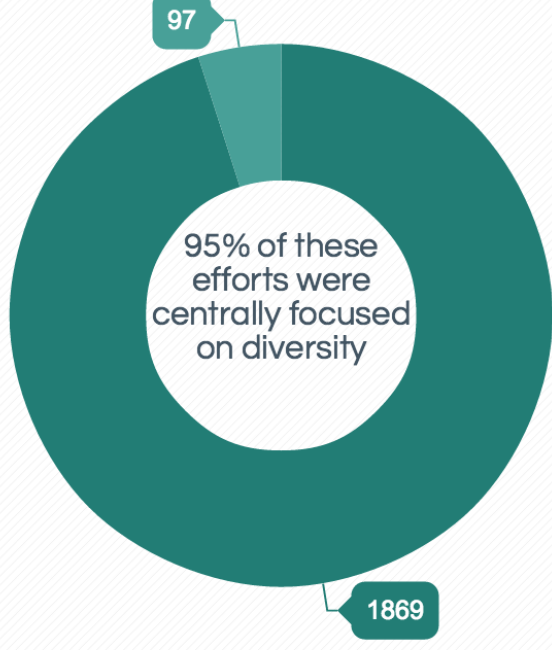
This infographic presents key findings from the diversity mapping of IU Bloomington conducted by Halualani & Associates in Fall 2015. For more detailed information, refer to the full report and diversity mappings on the IU website.



Overall Diversity Activity

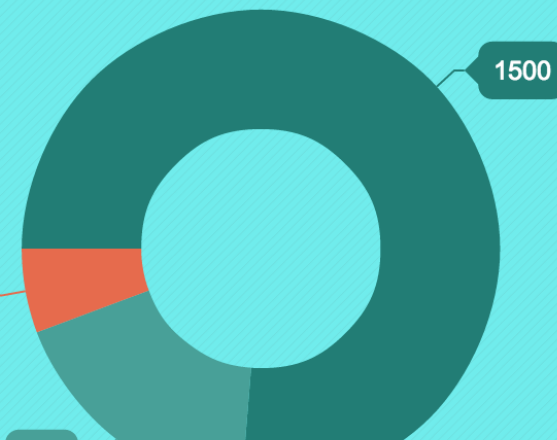
1966

Number of diversity efforts over the last five years



Topical Focus

The majority (86%) of diversity efforts were focused on specific group aspects (Latino/a students, female students, African American faculty) rather than on diversity in general (14%).



The majority (76%) of diversity efforts were program-driven while 18% were student-initiated and 6% as university-wide.



Divisions (100%)



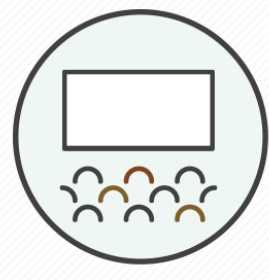
26% (503) of the diversity efforts were collaborations.

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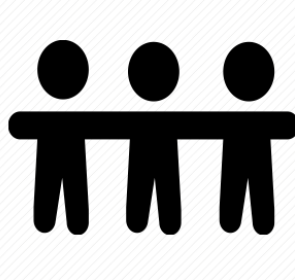
The average number of divisions, programs, or units working together on each diversity effort

All main divisions participated in these efforts, with Faculty & Academic Affairs as the leader.

What Types of Diversity Efforts?



Events represent the largest category of diversity efforts.

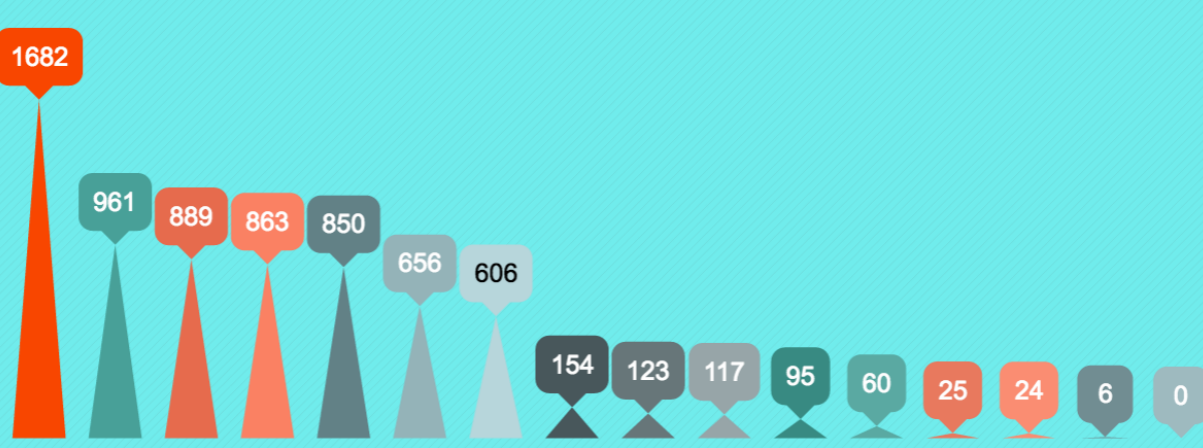


Student clubs represent the second largest category of diversity efforts.



Student recruitment activities represent the third largest category of diversity efforts.

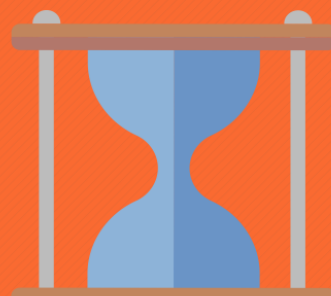
Definitions of Diversity



IU Bloomington's diversity efforts mostly defined diversity as race/ethnicity (24%, 1682), gender (14%, 961), international/global (13%, 889), and intersectionalities (12%, 863).

85% (1671) of IU Bloomington's diversity efforts emphasized the cultural appreciation of differences while 13% (253) focused on historical underrepresentation and the importance of "unlocking the gates" of higher education and providing access to specific racial/ethnic and gender (women) groups.

Only a smaller percentage of IU Bloomington's diversity efforts highlighted issues of power and inequalities in relation to diversity.



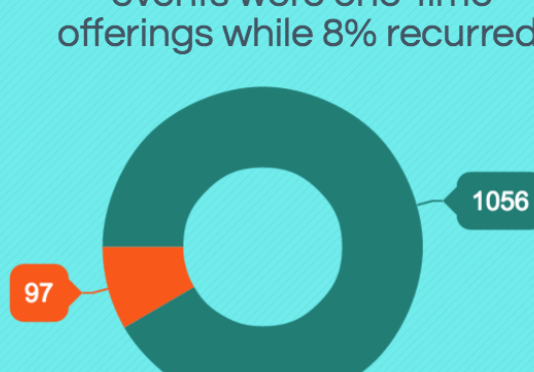
The majority of the efforts (mostly diversity-related events) had an immediate or short-term shelf life (54%, 1057) and were not guaranteed to recur.

Diversity-Related Events

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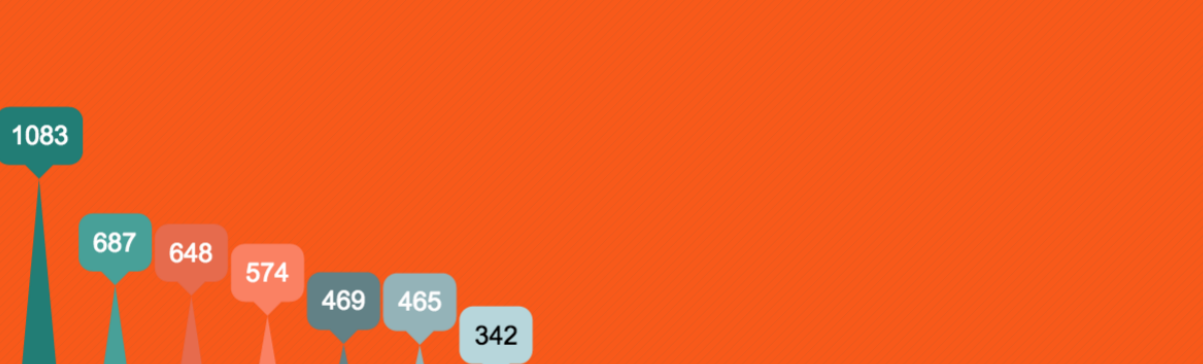
The number of diversity-related events over the last five years

92% of the diversity-related events were one-time offerings while 8% recurred.



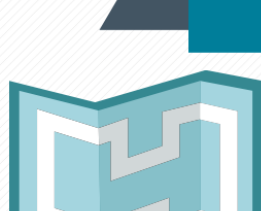
The diversity-related events top out at the higher DELTA levels: Level 4 - Advanced Analysis (61%, 707) followed by Level 5 - Evaluation-Critique of Power Differences (23%, 269). The higher DELTA Levels (6 - Social Agency/Action, 7 - Innovative Problem-Solving) should be engaged more.

Definitions of Diversity in Events



IU Bloomington's diversity-related events mostly defined diversity as race/ethnicity (24%, 1083), international/global (15%, 687), nationality (15%, 648), and language (13%, 574).

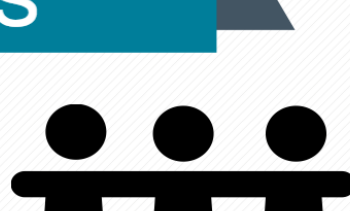
Future Directions



IU BLOOMINGTON DIVERSITY STRATEGY



CONTINUED EMPHASIS ON RETENTION-GRADUATION EFFORTS FOR DIVERSE GROUPS



UNIVERSITY-WIDE ALIGNMENT ON DIVERSITY STRATEGIC GOALS



TARGETED FOCUS ON DIVERSIFYING FACULTY



CAMPUS CLIMATE SURVEY EVERY 2 YEARS