

IUPUI DIVERSITY CONSULTING SERVICES

**Office for Professional Development,
Affirmative Action Office,
and
Human Resources Administration**

Programs, Events and Activities Sponsored by the Office for Professional Development Related to Building an Inclusive and Supportive Campus Environment for Students of Color

For more information please visit <http://www.opd.iupui.edu/> or call 274-8880.

CoP on Multicultural Teaching (neighborhood PUL5)

The Multicultural Teaching Community of Practices focuses its discussions and project interests on researching multicultural teaching and learning practices, including curricular transformation, student-centered pedagogy, inclusive teaching strategies, and critical self-reflection. The group meets monthly and is developing a tool to assess multicultural teaching practices among IUPUI faculty. To learn more about the activities of this community, please contact Gina Sanchez Gibau at gsanchez@iupui.edu.

Understanding Society and Culture Community of Practice aims to integrate cultural and social understanding into curricular and co-curricular activities on the IUPUI campus. If you are interested in the teaching and learning of cultural and social issues, diversity, multiculturalism, and global competency, please consider attending one of our monthly meetings. For further information, please contact Hilary E. Kahn, hkahn@iupui.edu.

Consultations are available for individual faculty or small groups of faculty interested in exploring inclusive teaching and how best to support students of color. Center for Teaching and Learning, Office for Multicultural Professional Development, Office for Women, and the Associate Faculty Office welcome opportunities to meet one-on-one with faculty to share ideas, discuss concerns, and ultimately improve the environment for all IUPUI students, faculty and staff. To schedule a consultation please call, 274-8880.

Diversity and Learning Website and Multicultural Teaching and Learning Online Module

<http://www.opd.iupui.edu/diversity/>

The Diversity and Learning Website includes the Multicultural Resource Guide, an online module on Multicultural Teaching and Learning, links to other online resources related to diversity, an online book titled *Growing Through Our Past into the Future: Journeys of Educators on the Path to Cultural Competence* and teaching techniques submitted by IUPUI faculty who are exploring ways to engage diverse learners and introduce diversity issues in course content and activities.

To Your Door Workshops

The Center for Teaching and Learning (CTL) and Office for Multicultural Professional Development (OMPD) would be happy to present customized workshops for departments, schools, or other groups of faculty. Listed below are just a few of the diversity related topics. These workshops can be tailored to the specific needs and interests of the group. For more information or to schedule a workshop, please contact Megan Palmer or Natasha Flowers at 274-8880.

OMPD offerings

- Creating inclusive job descriptions and using databases to find qualified faculty candidates from less-represented populations
- Leveraging campus resources to attract qualified faculty candidates from less-represented populations
- Nurturing faculty from less-represented populations through support networks and mentoring (may include showing of *Shattering the Silences: A Case for Minority Faculty* and dialogue)
- Creating inclusive climates for faculty from less-represented populations
- Experiences and Needs of Faculty from specific populations in Higher Education (campus and national data included)

CTL Offerings

- Creating an Inclusive Classroom
- Managing Difficult Dialogues in the Classroom
- Investigating the Role of Faculty in Student Retention
- Connecting In- and Out-of-Classroom Learning
- Increasing Student Engagement in the Classroom

OPD can tailor our workshops around the particular needs of the group requesting these. In the recent past we have offered programs focused on the following topics:

- Modeling cultural competence
- Inclusive teaching (multicultural education, theories, etc.)
- Impact of diversity on the college student experience
- Civility and creating community in the classroom
- Diverse learning styles

Affirmative Action Office

Equal Opportunity Employment and Affirmative Action training is offered to newly formed search committees on an on-going bases as well as Faculty Application Monitoring orientations.

Affirmative action helps to coordinate the Taylor Diversity Award of Excellence process yearly from Oct. to Feb.

New Faculty training occurs every fall in August.

On-line sexual harassment training is available 24 hours/7 days a week.

Diversity Consulting Services from Human Resources Administration Training & Organization Development

For additional information, see www.hra.iupui.edu and click on Training and Organization Development, Services, or contact 274-4438.

In an effort to help with awareness, engagement and ongoing learning, Human Resources Administration (HRA) redoubles our commitment to reinforce the campus vision and goals to enhance diversity for IUPUI by offering the following consulting services:

- 1) Consult with each academic and administrative unit on campus to discuss diversity issues within their unit. Key stakeholders can be identified by the dean, director or department head. The consultation will include:
 - a- data gathering about the current climate for diversity
(possibly via existing surveys, focus groups, individual conversations)
 - b- review the data
 - c- identify strengths and reinforce excellent practices
 - d- determine if there are areas ripe for improvement
 - e- offer support in any way which will be meaningful for the unit
- 2) Follow-up support with the unit may include any of the following:
 - dialogue groups
 - training
 - coaching
 - conflict resolution
 - assistance with the development of a unit diversity plan
- 3) Ongoing consultation will occur in order to evaluate the effectiveness of interventions and determine if additional steps will be beneficial to individuals and the unit.

As outcomes of consultation with the unit, we will work towards the establishment or reinforcement of an inclusive environment where:

- understanding is increased
- differences are valued
- the climate is safe for difficult conversations
- civility and respect are the cornerstone for all communication