

# **IUPUI Black faculty and staff ignored**

**FOR IMMEDIATE RELEASE**

**Nov. 14, 2006**

Indianapolis, Ind. -- Founded in 1978, the Black Faculty and Staff Council of Indiana University Purdue University Indianapolis has continually advocated for improved conditions for Black students, faculty and staff at IUPUI. To this end, we have petitioned several administrations to effect policies, staffing and other measures to improve the learning environment and climate for all on this campus. Meeting with the administration as recently as August 30, 2006, we discussed our concerns and recommendations which included:

A Deputy Vice Chancellor for Access, Diversity and Equity which is a senior level administrative position whose specific and singular focus would be to oversee a wide range of issues and measures that directly impact the recruitment and retention of African American students, faculty and staff.

We have advocated for opportunities for all administrators, faculty, and staff to develop cultural competence skills. In support of this, we have provided training for and modeled cultural competence to others, for ex., the infusion of content throughout the curriculum, advocacy on policy bodies, etc.

In addition to advocacy, we have a rich history of investing our time, scholarship, and resources significantly beyond the confines of our job descriptions. For example, NABSW (the National Association of Black Social Workers) provides scholarships and mentoring; Jumpstart: An African American Welcome to IUPUI; YGB (Young Gifted and Black Series), a monthly program which focuses on academic, social and cultural issues that impact graduation.

A Multicultural Center Planning Committee, consisting of Black Faculty and Staff members and other affinity groups recommended that a Multicultural Center, which will house a Black Culture Center, be established in the new Campus Student Center

In October 2006, we joined with Black faculty and staff throughout the Indiana University System to advocate for the following:

- ❖ Increased Black representation on the IU Boards of Trustees
- ❖ Increased Recruitment of Black Faculty, Staff, Undergraduate and Graduate Students
- ❖ Increased Retention of Black Faculty and Staff
- ❖ Improved Graduation rates for Black Undergraduate and Graduate Students

The point at which we presently find ourselves provides a propitious opportunity to work together to truly transform the institutional culture. Let us begin.