

Becoming an Antiracist Campus

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INDIANA UNIVERSITY
INDIANAPOLIS



Agenda

- Overview of IU Indianapolis
- History of Antiracist Initiatives at IU Indianapolis
- Faculty and Staff Education Training
- Development of An Assessment Plan
- Next Steps
- Q&A



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Overview of the IU Indianapolis Campus

- Fall 2024 Enrollment: 20,568 ↓
- Students of Color: 37.9% ↑
 - African American/Black: 11.8% ↑
 - Asian: 8.4% ↑
 - Latine: 12.5% ↑
- International: 6.7% ↓
- White: 54.9% ↓
- Female: 64.2% ↑
- First-Generation College Students: 24.1% ↓
- Received Pell: 40% ↑
- Undergraduate Students: 61.3% ↓



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History of Antiracist Initiatives

- Acknowledge IU Indianapolis' historical legacy
 - IU Indianapolis neighborhood course development
 - Land acknowledgment
- Antiracist hiring, recruitment, retention, and academic practices
- Education and training for staff, faculty, and administration
- Engaging the IU Indianapolis campus and Indianapolis communities
- Racism and mental health
- IU Indianapolis Police Department transparency and safety
- Serving all students
- Student and community education



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Faculty and Staff Education and Training

- *How to be an Antiracist* by Ibram X. Kendi
- *So You Want to Talk About Race* by Ijeoma Oluo
- *The Racial Healing Handbook* by Anneliese Singh
- *Do the Work* by W. Kamau Bell and Kate Schatz
- *Small Great Things* by Jodi Picoult

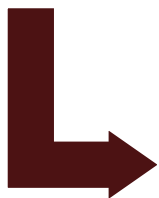


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Program Goals

Affirm

Educate



Retain

Grow





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Development of an Assessment Plan

1

Develop midyear and end-of-year surveys focusing on:

- Structure of the program
- Expectations of the program
- Size of the reading groups
- Frequency and length of meetings
- Feedback on group facilitator(s)
- Opportunities to learn about racism and inequity
- Relationship-building opportunities
- Suggestions for improvement

2

Use survey results and feedback to improve the antiracist reading groups




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Next Steps

- 01 | Continue to host antiracist reading groups
- 02 | Continue to assess reading group participants
- 03 | Continue to track unit progress; support DEI strategic plans
- 04 | Consider offering end-of-year gathering for reading group participants
- 05 | Provide support to various units to do their own antiracist reading groups





“Having a diverse group of participants who can relate to and share personal experience from many different perspectives. Holding the discussions online. Co-leaders of discussions who spend time creating discussion points in advance of each session.”

- 2023-2024 reading group participant #1



“The conversations are thoughtful and respectful.”

- 2023-2024 reading group participant #2



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THANK YOU!
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