

Brandi Neal, Ph.D.
University of Southern Indiana
Spring 2022

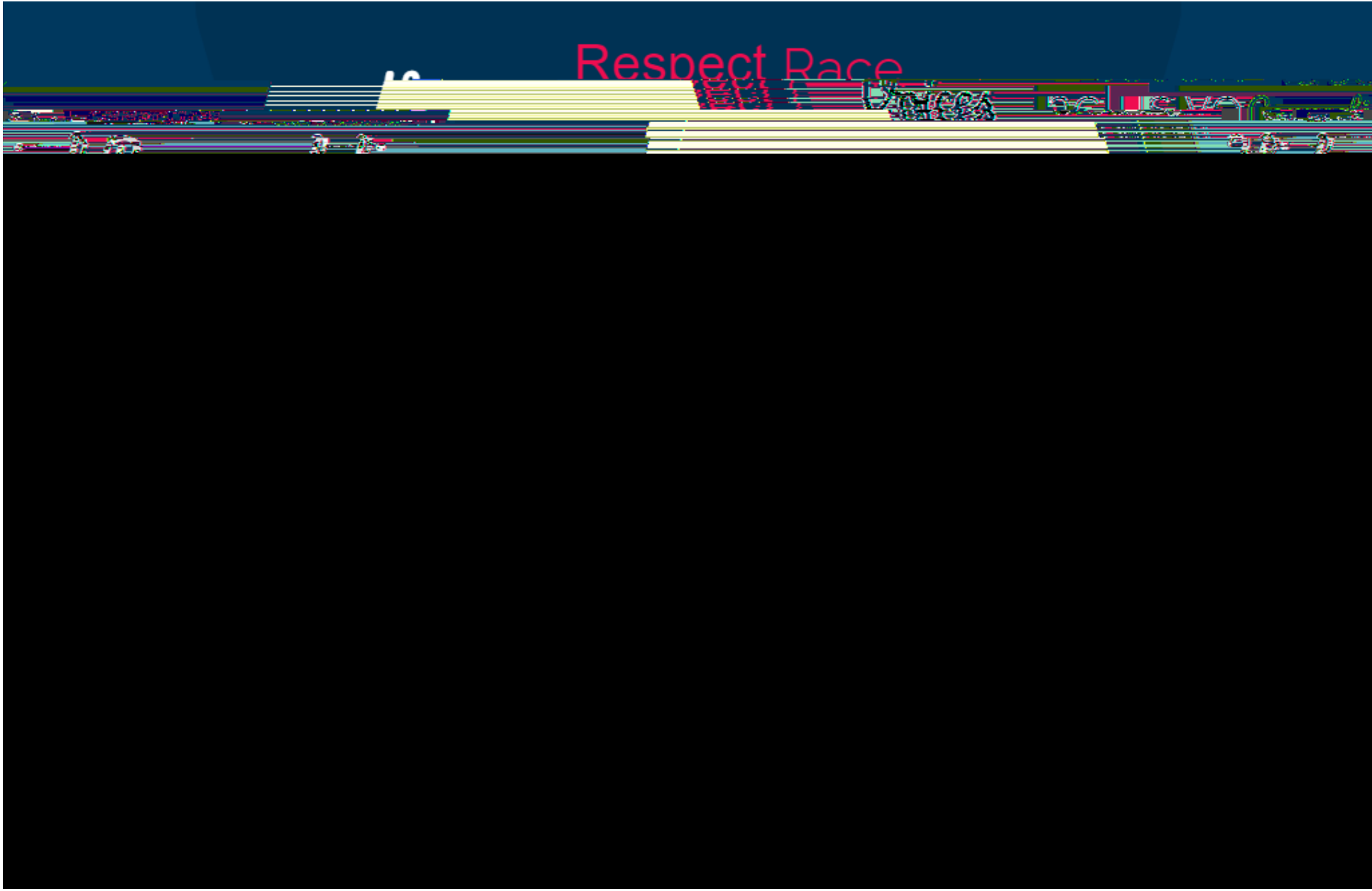


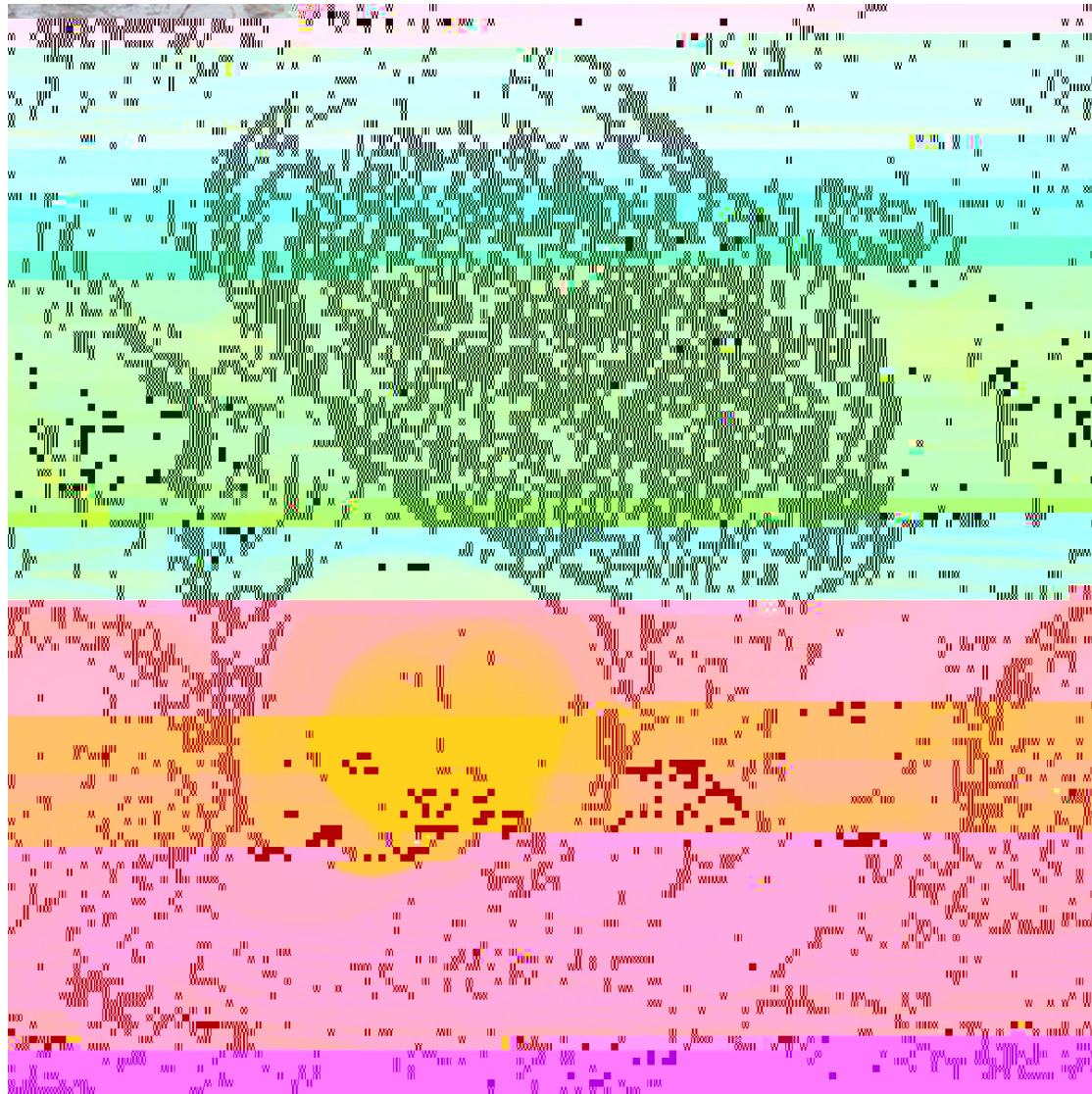
Differentiate between diversity, equity, inclusion, and equality

Recognize and illustrate the value of diversity, equity, and inclusion initiatives in higher education

Identify where equity enrich practices are enriched or deprived within respective departments







Differences in racial, ethnic, socioeconomic,



	Insensitive or Disparaging Remarks				Discrimination or Harassment			
	Mean	vs. U.S. white individuals	vs. U.S. persons of color	vs. International individuals	% Yes	vs. U.S. white individuals	vs. U.S. persons of color	vs. International individuals
U.S. white individuals	1.91				10%			
U.S. persons of color	2.13				29%			
International individuals	2.11				21%			

	Insensitive or Disparaging Remarks			Discrimination or Harassment				
	Mean	vs. Heterosexual individuals	vs. LGB+ individuals	% Yes	vs. Heterosexual individuals	vs. LGB+ individuals		
Heterosexual individuals	1.91			12%				
LGB+ individuals	2.20			20%				

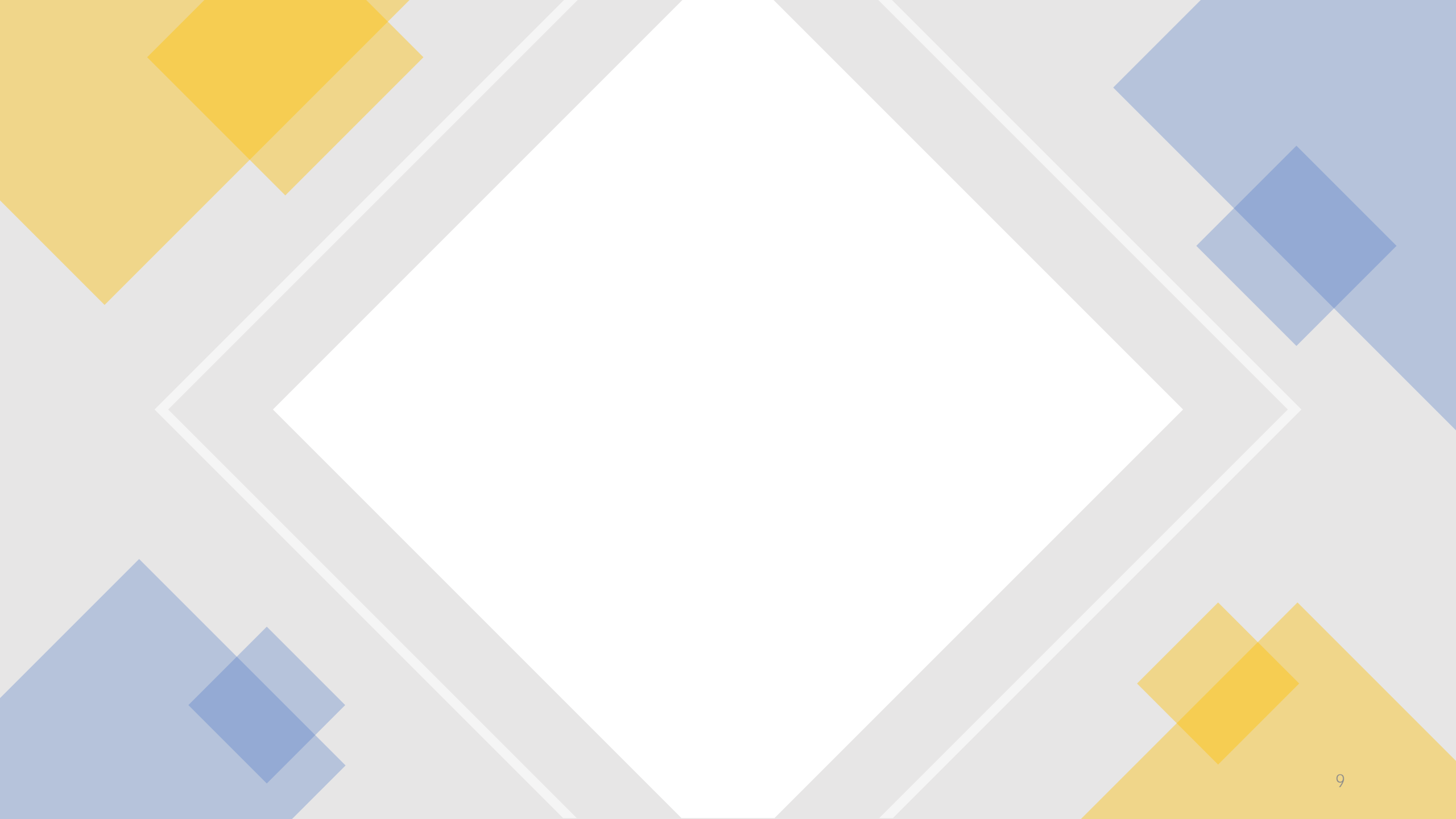
Provide

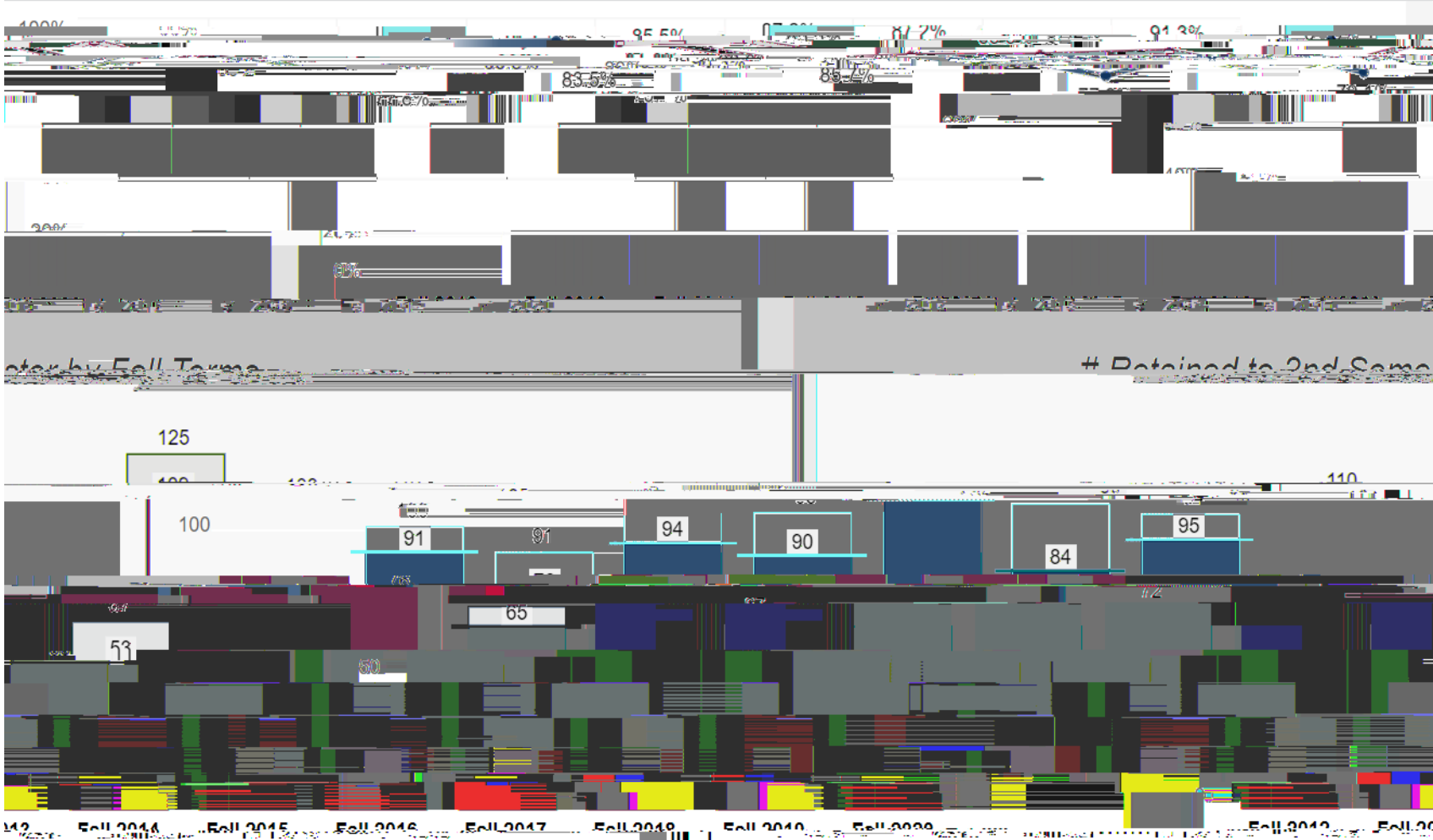
Engage

Educate

Value

Respond





Need Full-Time students For official USI retention and graduation rates, leave filters set to Residency etc. Degree Seeking

Multiple Value Filters' Selections

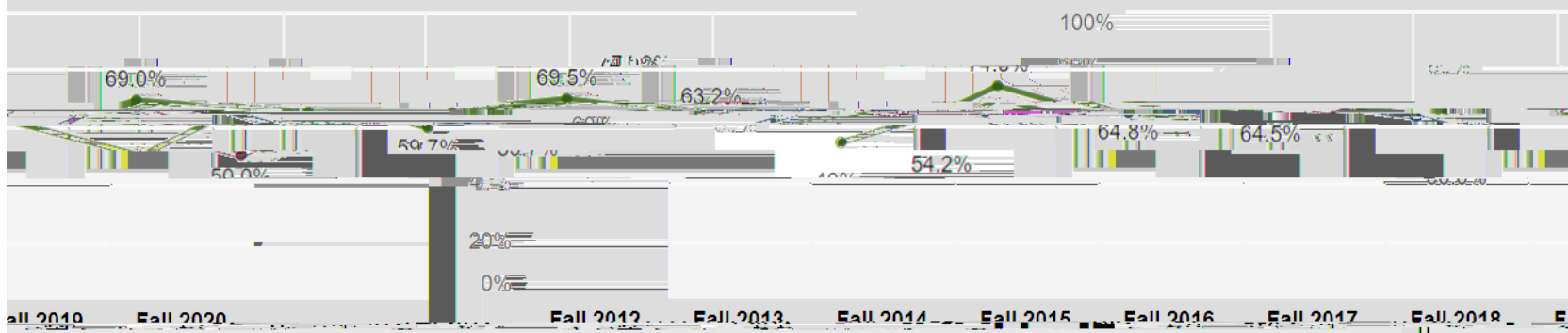
High Grades (e.g. All, High Grades (range 4.0-4.0))

High Grades (e.g. All, High Grades (range 4.0-4.0))

High Grades (e.g. All, High Grades (range 4.0-4.0))

High Grades (e.g. All, High Grades (range 4.0-4.0))

[Click to contact us](#)



Degree Only - FULT



e Freshmen Retention and Graduation Comparison



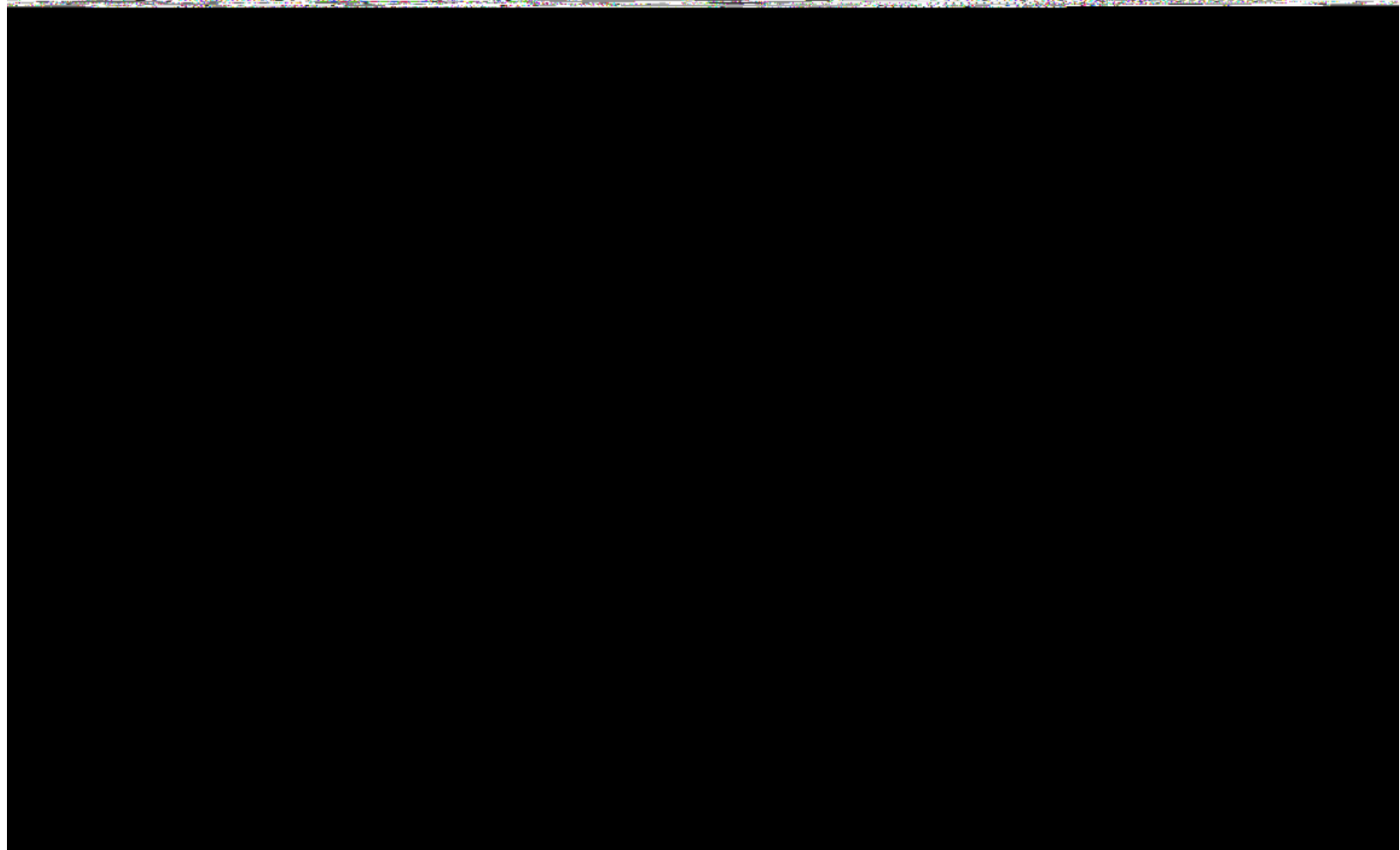
Information Icon

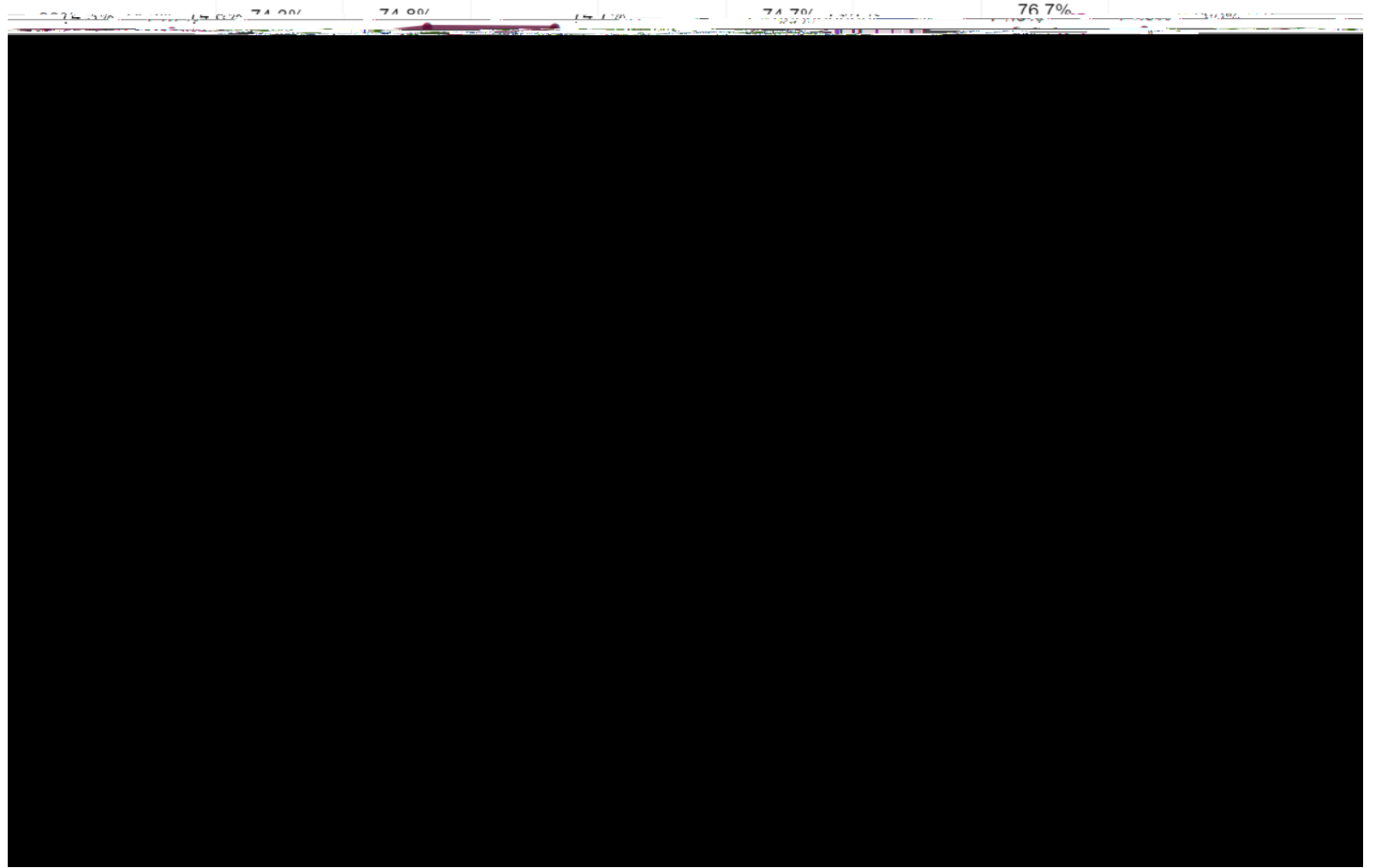
This dashboard displays the retention and graduation rates (determined by the "Retention and Graduation Metrics" selected in the navigation menu) for the selected academic year. The dashboard also displays the retention and graduation rates for the selected academic year compared to the previous academic year. The dashboard also displays the retention and graduation rates for the selected academic year compared to the previous academic year. The dashboard also displays the retention and graduation rates for the selected academic year compared to the previous academic year.

Retention and Graduation Metrics



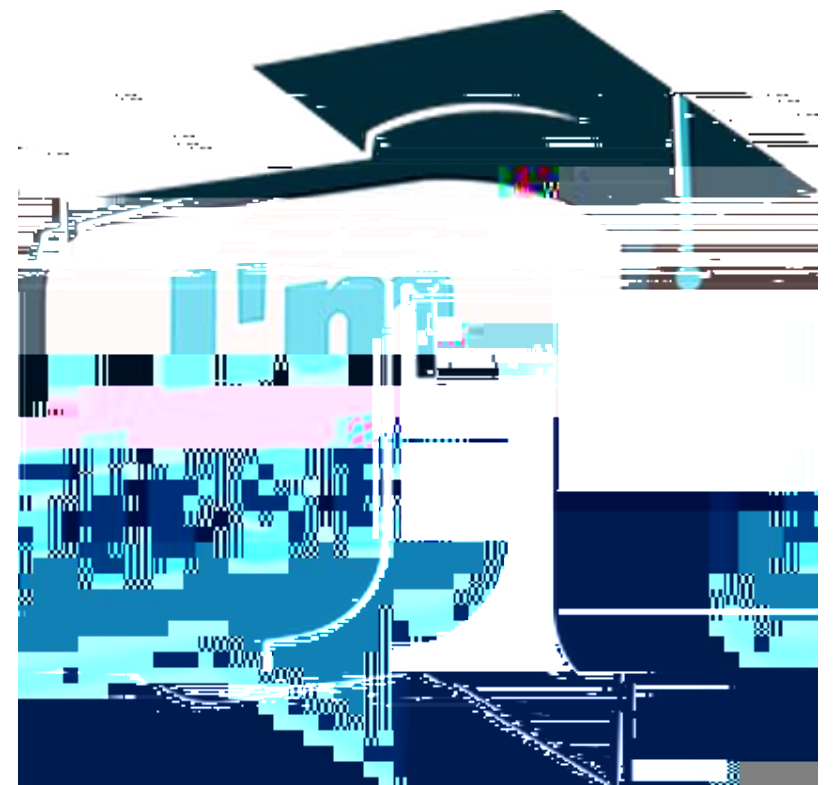
Questions?



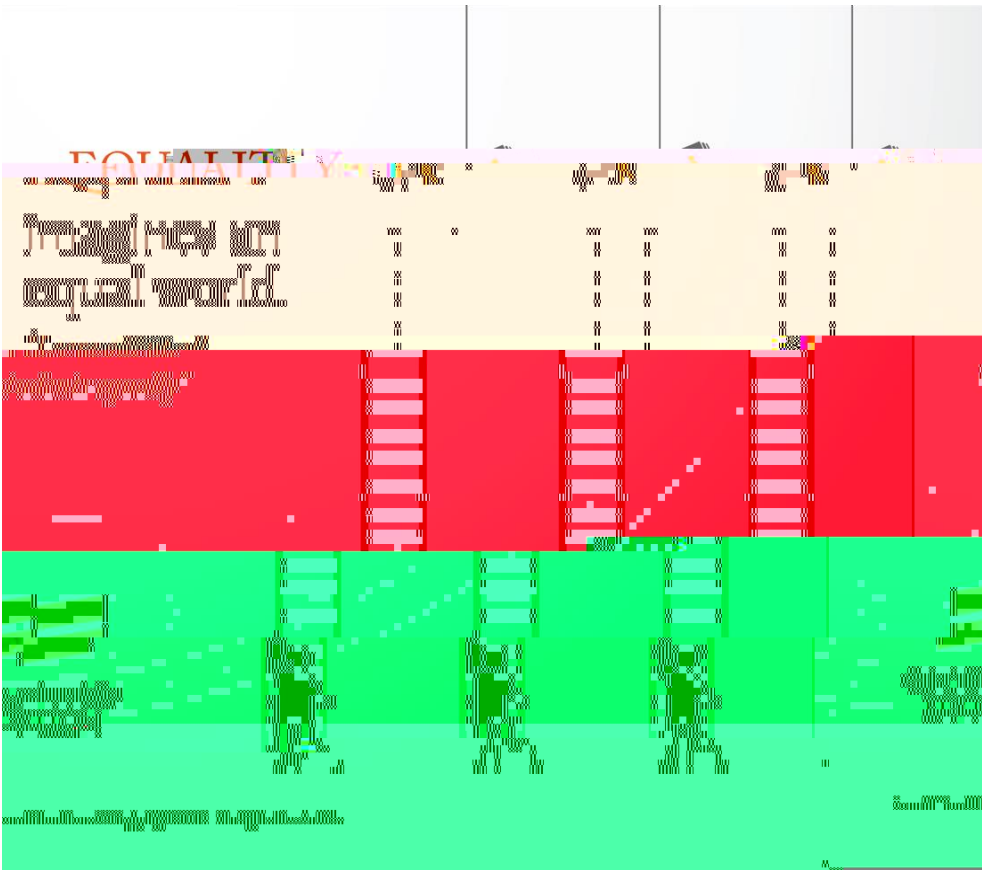


Pell- 92.3%
First Gen- 83.9%
AP Credit- 91.8%

Pell- 71.8%
First Gen- 66.7%
AP Credit- 83.6%

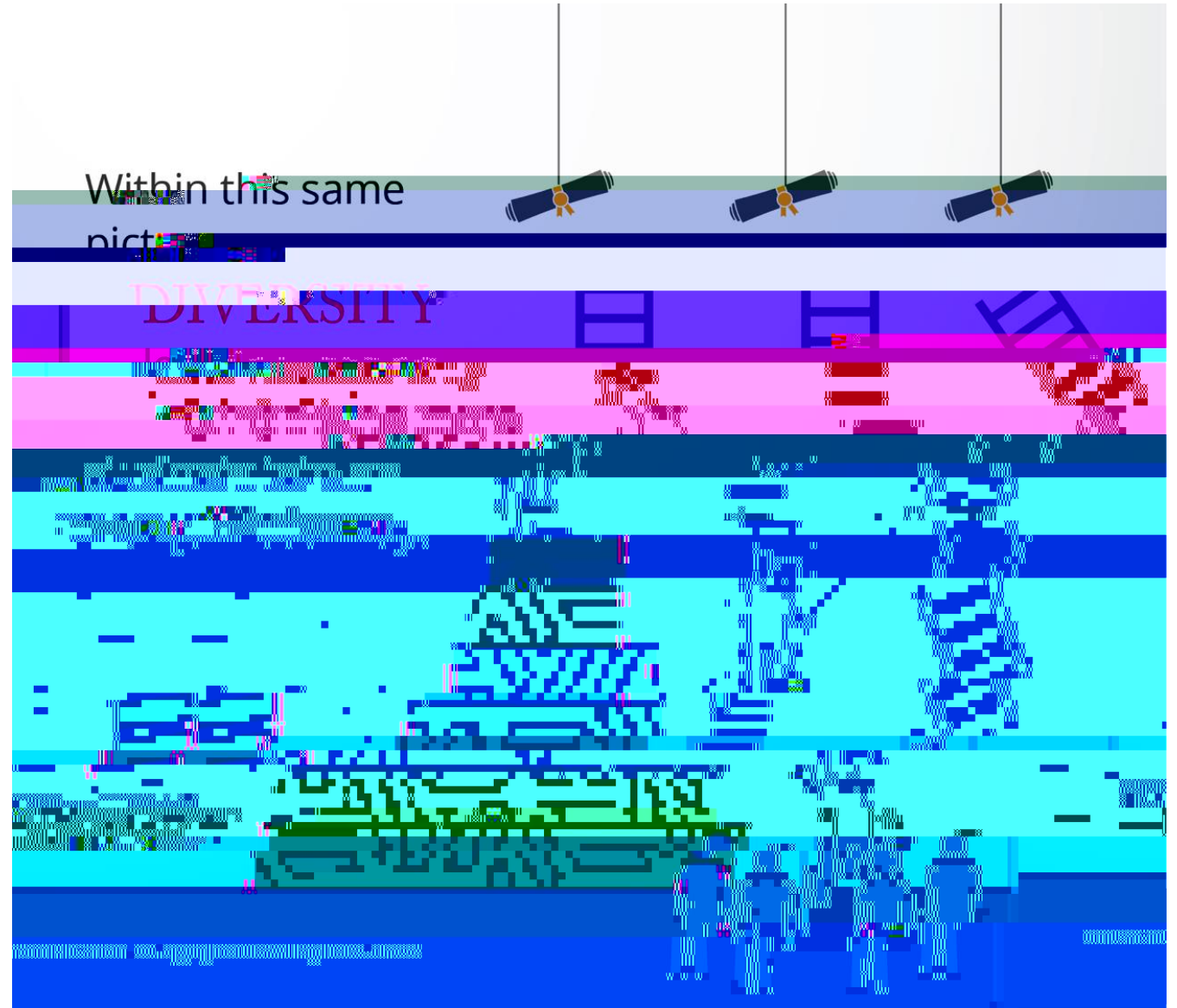






Within this same
picture

DIVERSITY





Mindset

Moving from a deficit mindset to asset-based mindset
Moving from a culture of compliance to a necessity/institutional strength

Reflection

◦
.

Adaptation

Equity is viewed as an urgent issue
Equity is valued
Equity is widely embraced and embedded throughout the institution



Where is equity visible at USI?

Where is equity valued in your department? If it is not, where are some areas to start?

To what degree is equity a salient aspect of your departmental practices?

How can we start to shift our culture to become more equity enriched?

