

## Diversity Subcommittee Strategic Planning Report

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Why is diversity important to us?

- Innovation: Diverse participants lead to broader thinking, ideas and solutions
- Workforce: We need to draw broadly from our population to achieve national needs
- Social equity

High level goals:

1. Broad representation of and participation by women and underrepresented minority groups among our students, faculty and staff in our School
2. Have the School be a national example of how the broad view of computing and IT embodied in the School can lead to more diverse participation by students and faculty

Strategies for achieving these goals:

- Hire a school-wide diversity coordinator, with the goal of having this position become self-funded through grants and gifts within 18-24 months
- Led by the diversity committee and coordinator, establish a set of key actions for achieving our diversity goals. Likely examples include (this list is not meant to be complete):
  - Undergraduate mentoring, by peers and by faculty, coupled with establishment of student cohorts from specific populations
  - Workshops for faculty and staff, including regarding classroom climate
  - Fund scholarships and an emergency fee-forgiveness program for low income students, particularly first-generation college students (from any population)
  - Work with specific high schools, such as magnet schools and high-tech high schools, that are likely to have significant numbers of underrepresented minority students and/or women who may be interested in informatics and computer science

- Examine the publications (print, web) of the School to make sure we are sending a message that is welcoming to diverse populations
- Assure that the reward structure of faculty and staff properly rewards contributions to the School's diversity program, whether through merit review, travel funding, course release if appropriate, and School-wide awards
- Work with the National Center for Women & IT for the School to be an "exemplar", on a school-wide (Bloomington and Indianapolis) basis, but focusing both on women and underrepresented minorities. Use this affiliation to help assess our current state.

### SWOT Analysis

Following is a summary of a SWOT analysis conducted by the committee. There was some redundancy in this analysis between strengths and opportunities, and between weaknesses and threats – the version below lists a particular item in one place or the other, not both.

#### Strengths:

- Significant core of existing programs (Bring it On, Just Be, Women in Computing, participation in several IU programs such as Summer Camp, Pathfinders)
- Committed people – a large group compared to related units at other universities
- Relatively high percentage of women faculty in the School
- Leadership commitment to diversity
- Institutional commitment and support at IU and specific programs such as Hudson Holland, HBCU partnerships

#### Weaknesses:

- Lack of staff to lead diversity programs in the School
- Lack of funding (has been addressed somewhat)
- Lack of rewards for faculty and staff
- No centralized clearinghouse or organization within the School for diversity activities
- Haven't assessed our diversity programs

- Relatively small involvement by male faculty

#### Opportunities:

- Discipline itself, particularly the broader appeal of the range of areas covered by the School of Informatics compared to traditional Computer Science
- Sense of excitement associated with the School
- External funding and partnership opportunities for diversity programs, locally and nationally
- Opportunity to be an “exemplar institution” of the National Center for Women & Information Technology

#### Threats:

- Potential burn-out by faculty and staff who currently are active; lack of rewards may exacerbate this situation
- Geek perception of computing and IT field
- WIC grad students may intimidate WIC undergraduate students
- May conduct our programs at too small of a funding level to make an appreciable impact