

Membership IUPUI Board of Advisors: Questions and Commentary about Diversity and Inclusion

Let's look at the diversity and inclusiveness of the Membership IUPUI Board of Advisors.

The Board of Advisors consists of 23 external members. The chancellor recommends prominent community leaders for appointment to the president of Indiana University with approval by the IU Board of Trustees. Nominations for replacements will be accepted by the chancellor from the Board of Advisors

Committees

Each board member is expected to sit on at least one committee of the Board of Advisors. All committees, with the exception of the executive committee, will facilitate exchange between IUPUI representatives and community leaders (unions?) in their respective areas of concentration, to encourage a welcoming campus environment and deepen the understanding of economic and *workforce development, quality of life, funding priorities, and policy issues of significance to the region.

- Academic Programs and Student Life Committee
- Corporate, Alumni, and Community Relations Committee
- Development Committee
- Executive Committee
- Special Committee

Recommendations

As underlined above, The “Corporate Corporate, Alumni, and Community Relations Committee” must add unions (both labor and professional) to be inclusive. Unions and their members are “community leaders.” “Corporate, Union, Alumni, and Community Relations Committee” is a more diverse and inclusive name for this action group.

As well, critical thinkers see “workforce development” as a coin with 2 sides. One side is “workforce development.” The other is “profit development.” The two are not mutually exclusive.

To explain, employers, (unless they're a “mom & pop store”), need workers. Corporate leaders/boards can't do all the work themselves; they need workers. Yet, the view employees get from the employee's side is, in many cases, “workers are lucky to have a job.”

Indiana is a red state and so our economic world is explained from the point of view of employers, leaving out, to the advantage of employers, the perspective of employees.

This being the case, when using the term/concept “workforce development” use “workforce and profit development” instead. Again these two are not mutually exclusive: saying one implies the other.

To be respectful and inclusive, our IUPUI Board of Advisors must add “profit development” because that's what “workforce development” is. For some reason, the business community wants to hide the fact, making citizens it's just about “jobs” when it's also all about profits.

Express the idea as “workforce and profit development” because that's what it is.

*emphasis mine

<https://chancellor.iupui.edu/campus-leadership/advisors/index.html>