

## **The history and mission of the Division of Diversity, Equity and Inclusion**

As stated in his introduction to the “State of Diversity 2014 Chancellor’s Message,” Dr. Bepko noted this about the history of the diversity initiative on campus:

“On January 17, 2000, IUPUI Chancellor Jerry Bepko announced the establishment of the State of Diversity Report with this statement:

“Beginning today with this first State of Diversity message, we will publish a yearly statistical profile to show our progress in achieving diversity. It will evolve into a public diversity portfolio that will be enhanced by activities of the recent past or on the immediate horizon.”

“We have kept that pledge, each year issuing an annual report on our progress with respect to the diversity indicators adopted by the Diversity Cabinet in 2003. We have issued it every year from 2000 to the present in print and online at [diversity.iupui.edu/report.html](https://diversity.iupui.edu/report.html)

“Ten years ago, in my preface to the 2004 State of Diversity Report, I wrote: ‘We need our faculty, staff, student, and community colleagues to think creatively with us on how to achieve our diversity goals. We need to identify best practices and hold them up as models for others to use. We need each person on our campus to keep diversity firmly in the framework of all that we do.’”

**The mission of the Division of Diversity, Equity and Inclusion** is to foster an inviting learning environment for faculty, staff, and students who bring varied human characteristics, backgrounds, interests, and points of views that serve to enrich the IUPUI campus and community. We will continually endeavor to facilitate, build, and create interaction, understanding, and campus dialogue between our diverse cultures to achieve an increasingly inclusive community. Our collective goal is to instill diversity into our institution’s consciousness; reinforce it with equity and inclusion through our policies, practices, and programs; and prepare all members of the community for a multicultural world. In collaboration with all campus entities, Diversity, Equity and Inclusion strives to enhance, support, augment, and facilitate new and existing diversity initiatives and programs.

The 2014 report **did not** mention class/socio-economic status (SES), emphasizing racial and curriculum diversity, Heritage Month awards, and diversity in civic engagement and faculty, staff, and senior leadership.

Here link to the report: [https://diversity.iupui.edu/publications/Diversity\\_Report\\_2014.pdf](https://diversity.iupui.edu/publications/Diversity_Report_2014.pdf)