

FROM THE DESK OF DIANE MCDANIEL

Vice President for Diversity and Inclusion, Chief Diversity Officer



We are pleased to share the first edition of the Office of Diversity and Inclusion (ODI) Newsletter. This Enewsletter, published twice a year, provides a comprehensive view of diversity and inclusion

work currently underway across all university units. Contributors to this

Enewsletter are members of our Diversity Steering Committee.

One of the action steps cited in our 2017 Diversity Campus Climate Survey was the need for alignment in roles and responsibilities. The Diversity Steering Committee brings together Faculty, Staff and Administrators to review, refine and accelerate strategic initiatives identified in IWU's Diversity Strategic Plan.

Each edition of our newsletter will spotlight IWU's ongoing work and commitment to promoting diversity and inclusion

initiatives, highlighting work taking place institution wide.

IWU's Diversity Strategic Planning Framework is grouped into Five Dimensions:

INSTITUTIONAL VIABILITY AND VITALITY
CAMPUS CLIMATE AND INTERGROUP RELATIONS
EDUCATION AND SCHOLARSHIP
RECRUITMENT AND RETENTION
OUTREACH AND COMMUNITY SERVICE

To learn more, visit us online at indwes.edu/about/diversity.

INCLUSIVE EXCELLENCE LEADERSHIP ACADEMY

IWU Employees Attend National Diversity Leadership Academy



A team of five Indiana Wesleyan University faculty members were accepted into the 2019 Summer Cohort of the Inclusive Excellence Leadership Academy from July 8-Aug. 9. The real-time, online leadership development program seeks to build an outstanding cohort of leaders from across the country who will collectively transform the higher education landscape.

Program participants have a minimum of seven to 12 years of progressive experience in higher education administration, academic affairs and/or teaching at the

post-secondary level. A limited number of institutional teams were accepted to attend the Academy. The five cohort members representing IWU at the Academy were:

Diane McDaniel
Vice President of Diversity and Inclusion

Dr. Luigi Penaranda
Assistant Professor of Latino/Latina Christian Ministry

Dr. Mark Alexander
Associate Vice President, Regional Education & Talent Development

Nancy Schoonmaker
Vice President for Business Affairs & CFO

Dr. Joel Oluwofote
Executive Director Intercultural Learning and Engagement

The Academy is led by award-winning leader, scholar and educator Dr. Damon A. Williams. Along with appropriate tools, participants received a significant level of individualized support from a community striving to improve their abilities as strategic diversity leaders doing meaningful work that will create real change in the world.

"I believe the Academy provided an exceptional learning and growing experience for our cohort team and the IWU community," said McDaniel.



INVESTING IN EXCELLENCE

Contributed by Michael Moffitt / Special Assistant to the President for Corporate and Community Relations



Since 2016 the Luther Lee Scholars (LLS) Program has provided scholarships to students through a collaboration between the Office of Intercultural Learning and Engagement (OILE) and the John Wesley Honors College (JWHC). These signature programs together offer the best opportunities for growth as an intercultural leader and scholar.

The Luther Lee experience is designed to enrich students as they seek to understand their own cultural racial and ethnic identities and connect with their passions in and out of the classroom. Scholars engage their hearts, minds and vision of helping students achieve their academic goals while

grappling with the social issues in our society today.

Over the last four years, the program has been supported by the University and by the generous gifts from donors who resonate with the focus and depth of the program. This year for the first time, LLC has garnered support from the corporate sector. First Farmers Bank & Trust (FFB&T) has generously awarded a \$10,000 scholarship to eligible students that attend high school in the city of Kokomo. Tade Powell, who serves as Senior Vice President, Communications & Public Relations Director stated that "the Luther Lee Scholars program and all that it stands for aligns with our mission of encouraging students to serve their community in the most effective and positive way." Mr. Powell further stated that he looked forward to strengthening the partnership between First Farmers Bank & Trust and IWU.

Wes Lewis, who works as a CRA Officer and Internal Auditor for FFB&T in Kokomo, played a key role in initially providing a pathway that would ultimately result in the generous financial contribution

to the LLS program. As an IWU alum, Wes helped his colleagues and decision makers at FFB&T understand the positive impact that a program with pillars of Scholarship, Leadership, Reconciliation & Justice and Life Calling could have on students throughout the course of their college career. He also helped to convey the need for their financial institution to create pathways for underrepresented and underserved students who are not always provided access to such opportunities.

As the LLC program enters its fourth year, and welcomes its newest cohort of students, it boasts an almost 100% retention rate. This statistical outcome would be considered an outlier at many higher education institutions. However, with corporate partnerships like First Farmers Bank & Trust and others, the hope is that the LLC program will continue to attract and produce students who strive to explore the depths of what it means to learn, lead and thrive in community while continuing to seek equity for others who might need support in finding their own voices.

NATIONAL HISPANIC HERITAGE MONTH IN REVIEW

Contributed by Reuben Rubio / Associate Professor, School of Educational Leadership

HISPANIC HERITAGE MONTH

Chapel / Friday, Sept. 20

Dr. Luigi Peñaranda and a special worship band consisting of students, faculty, and staff brought a unique Latin@ flavor to chapel students. The worship band played a worship set with both traditional and contemporary Spanish worship songs (alabanzas). Dr. Peñaranda talked about his personal faith journey and how it intermingles with his heritage, and encouraged Chapel attendees to reflect upon and undertake their own similar journey. The book of Genesis, specifically the story of Hagar and Ishmael, served as the backdrop for the message. The chapel took place on one of the special visit days to the campus by prospective Marion campus students. Chapel was made possible with a joint effort between Dr. John Bray and his team and the Latin@ Task Force.

N&G DEVOTIONS

Monday, Sept. 30

Over 70 employees of National & Global, who were either in-person or online, heard Pastor Neftali Lopez of Iglesia Amistad Cristiana in Carmel, Indiana give the weekly devotion. Pastor Nef, who was accompanied by his wife and co-minister, Grace, talked about his own journey as a Mexican-American and helped the audience understand the differences between Hispanic and Latin@s, and spoke of their church and its outreach to immigrants. He then directed attention to Luke 6:6-11, the story of Jesus healing a man with a withered hand on the Sabbath, over the objections of the Pharisees. After reviewing the story, he allowed the attendees to see that sometimes our Christian culture values rules, policies and procedures over helping others in need, thus rendering our own hand withered and in need of healing. There is a clear connection here to our response to immigrants coming to this country, whether we value rules, policies and procedures or choose to help those in need, and what that says about our own spiritual state.

BALLET 5:8

Friday, Sept. 20

A crowd of between 300-350 came to a free performance in the PPAC, courtesy of the Office of Diversity and Inclusion. Ballet 5:8 is led by Julianna Rubio Slager, a groundbreaking figure within the ballet field as one of the few Mexican-American Artistic Directors and Resident Choreographers of professional ballet companies in the world. One of the works they performed was Mi Familia, a beautiful fusion of Mexican Folklorico and ballet that is a tribute to Rubio-Slager's heritage. A second work was premiered: 4501 (A Prison Story) traced the story of an incarcerated man who represents a different aspect of the Latin@ experience - prison - that we all wish to share in the hope of redemption. The third story for the evening was a sneak preview of Sons and Daughters, a whimsical but poignant tribute to the beauty of siblings who are united in family life as they bring their uniqueness as males and females. Afterwards, the audience engaged Ms. Julianna and a few other members of the company in a talkback that ranged from the meaning of certain movements and aspects of a dance—which touched on the purpose of ballet—to the backstory of life as a professional ballet dancer.

BACHATA AND SALSA LESSONS

Friday, Sept. 27

A group of about 65 men and women took beginning lessons on how to dance the bachata (Dominican Republic) and the salsa (Cuba and Caribbean). The lessons were offered by Faye Pienta, Ft. Wayne-based dance instructor for Tuesday Salsa Passion. Ms. Faye taught the steps for both male and female dancers, and helped attendees understand the air of snappiness and presence necessary to enjoy latin dancing. The lessons ran for an hour, and then for an additional hour music conducive to the new dances was played to allow attendees to enjoy their newfound dance repertoire. The lessons were sponsored by the Office of Intercultural Engagement.

FACULTY/STAFF PANEL-MY LATIN@ EXPERIENCE

Tuesday, Sept. 24

A group of about 18 live and 3 online attendees were present for a faculty/staff panel discussion. Panelists included Dr. Haydee Encarnación from the School of Public Health, Jason Fetters from the Department of Modern Language, Carolina Forman from the Office of Intercultural Engagement, and Dr. Frank Poncé from the Division of Liberal Arts; most are members of the Latin@ Task Force. Panelists described what it was like to grow up and transition through professional life as a Latin@ or within a Latin@ context, what positive traits they feel Latin@ people bring to the greater culture, and what Indiana Wesleyan could do to provide a stronger climate of welcome and inclusion for Latin@s

FACULTY LECTURE

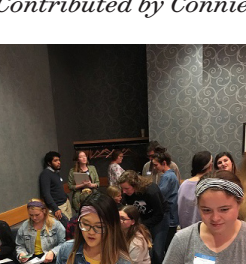
What Does it Mean to be Latinx?

Tuesday, Oct. 15

Dr. Reuben Rubio used his own experiences and those of numerous family, friends, and colleagues to discuss what it means to be Latinx in an October lecture that drew from his presentation at the 2019 CCCU Diversity Conference. The lecture was broadcast via Zoom so that both Marion and National & Global campuses could participate.

COPE 2019

Contributed by Connie Crump / Associate Dean of Accreditation, Assessment and Curriculum



Each fall IWU students are invited to participate in the Cost of Poverty Experience (COPE); hosted by the Interprofessional Education Task Force, in partnership with

Circles of Grant County. The task force is made up of faculty from several of the health care caring professions, including nursing, social work, education, ministry, and occupational therapy. The poverty simulation is a medium for experiential education. Participants from a variety of backgrounds experience the realities of living in poverty. In the COPE simulation, participants are assigned a role within unique family scenarios that were built from real stories. Over the course of an hour, participants inhabit their roles and seek to live well and provide for themselves and their families for the simulated time frame. There are a variety of community resources the participants must visit in order to navigate the experience - from an employer and bank, to a health clinic,

pawnshop, and grocery store. This simulation provides IWU students the opportunity to expand their learning and see the value of interprofessional collaboration in holistically serving and caring for their clients.

One objective of the COPE is to give participants a greater appreciation for the complexity of poverty. When you are an external observer to the culture of poverty, it's easy to make judgments and assume you would make "better" decisions if you were in the same circumstance. However, participants experience the intricacies and deficiencies of the systems that perpetuate the cycle of poverty. The stories participants tell when they finish the COPE show a greater sense of awareness about the cycle of poverty, and greater compassion and humility toward those who are in poverty.

For some, the learning from the simulation is closer to home than they anticipate. "This simulation felt very real to me," shared a participant from the most recent simulation in October. "I grew up in a family where my dad had to work a lot just so we could make it. I often felt like I wasn't important to him and wished he would spend more time with

me. In the family scenario I was in tonight, I was the dad in a family very similar to the family I grew up in. I ended up making the same decision my own dad did. I chose to work whenever and wherever I could because it was so hard to get my family what they needed. I see my own dad really differently because of this experience. I get it now, why he made the decisions that he did."

At the conclusion of the experience, students come together to discuss how the professions can function as an interprofessional team, who will work with those in poverty to overcome the challenges and work toward thriving. The COPE is a key learning opportunity for IWU students; who will experience the simulation with students from professions different than their own. As they transition into professional careers in any of their majors, they will encounter coworkers, employees, students, and clients who are trapped in poverty and have a greater awareness for how they can love their neighbor.

The 2019 COPE dates were October 1 & 2 in the Barnes Student Center banquet rooms.

CCCU

Contributed by Joel Oluwofote / Executive Director for Inclusive Excellence

Indiana Wesleyan University employees participated in the National Consortium of Christian Colleges & University (CCCU) Diversity Conference at George Fox University in Newburg, Oregon on October 4th and 5th. The Conference Theme was Strategic Transformation: Deep, Meaningful, and Lasting Change. The conference is designed to be a space for educators within the CCCU to dialogue, critically think, and engage diversity and inclusion concerns in higher education. There are several themes the conference focused on including:

- Policies, procedures, and practices based on theological foundations and U.S. demographic shifts.
- Increased awareness of the complexity of diversity issues within the CCCU.

- Theoretical frameworks and nomenclature for diversity and inclusion work.

IWU employees attending and presenting research at the CCCU Diversity Conference are listed below:

- Dr. Brad Gardner: "Charting a Course For the Future: A Roadmap for Strategic Engagement"
- Carolina Forman & Dr. Denise Williams: "Creating a Climate for Student Success Based on Community Cultural Wealth"
- President David Wright: President's Panel
- Dr. Joel Oluwofote: "Out of Line: Does Inclusive Excellence Require Exclusive Perspective?"

- Dr. Reuben Rubio: "Nuestra Herencia (Our Heritage)"
- Dr. Rusty Hawkins, et al: "When Histories Hinder Diversity and Inclusion"
- Mark Pederson- attending
- Nancy Schoonmaker- attending
- Mike Manning- attending

Diane McDaniel, Vice President of the Office of Diversity and Inclusion and Chief Diversity Officer at Indiana Wesleyan University, is a champion of the CCCU Diversity Conference and has organized and funded several university attendants through the years. "The value of promoting attendance at this conference has enabled us to build a critical mass dedicated to ensuring the virtues of diversity are weaved through the entire fabric of institutional life."

DIVERSITY LEADERSHIP SUMMIT



The Office of Diversity and Inclusion (ODI) at Indiana Wesleyan University hosted its first Diversity Leadership Summit on Wednesday, Oct. 23 - Thursday, Oct. 24. The Summit

is a University action step designed to build institutional capacity to further cultural change.

The two-day event featured one of the world's foremost authorities on diversity, equity and inclusion: Dr. Damon A. Williams, chief catalyst for the Center for Strategic Diversity Leadership & Social Innovation, and a senior scholar &

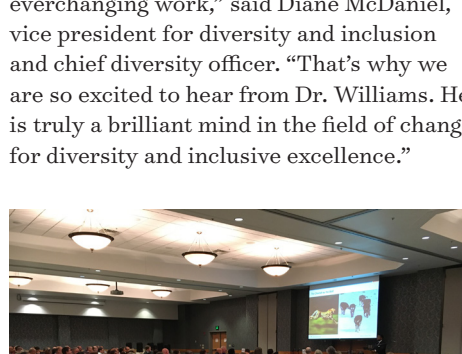
innovative fellow at Wisconsin's Equity & Inclusion Laboratory at University of Wisconsin-Madison. Williams is an award-winning scholar and leader who is passionate about making organizations inclusive and empowering a new generation of diverse leaders for America. He has traveled extensively to work with more than 1,000 higher education institutions, Fortune 500 companies, government agencies and nonprofit organizations.

Williams delivered a keynote address—titled "From Awareness, to Action, to Innovation: Empowering Leaders Through Inclusive Excellence"—in the Barnes Student Center banquet rooms.

The Diversity Leadership Summit also included workshops and breakout sessions for various groups across campus; including faculty, students and the IWU Cabinet;

providing an audience with Williams to discuss inclusive excellence topics.

"We are all leaders in this work—it's everchanging work," said Diane McDaniel, vice president for diversity and inclusion and chief diversity officer. "That's why we are so excited to hear from Dr. Williams. He is truly a brilliant mind in the field of change for diversity and inclusion."



UPCOMING EVENTS

JAN. 17
MLK Celebration

FEB. 7
Black History Showcase

MARCH 2020
Women's History Month

INDIANA WESLEYAN UNIVERSITY PRESENTS

LIVING THE DREAM

MLK

MARTIN LUTHER KING JR. CELEBRATION

Don't miss the Chicago Mass Choir coming to the IWU

PPAC January 17 for the 2020 MLK Celebration.

Admission is FREE

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