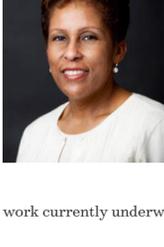


## FROM THE DESK OF DIANE McDANIEL

Vice President for Diversity and Inclusion, Chief Diversity Officer



We are pleased to share the second 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 operational units. Contributors to our Spring Edition Newsletter are members of our IWU Community.

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

Each edition of our newsletter will spotlight

IWU's ongoing commitment and progress toward achieving inclusive excellence.

IWU's Diversity Strategic Plan 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](http://indwes.edu/about/diversity).

## IWU SCHOOL OF NURSING CROSS-CULTURAL EXPERIENCE

Contributed by Samuel Phillips (IWU Senior)



For over ten years now, Indiana Wesleyan University has been offering nursing students the ability to experience medicine in a totally different way through

their semester abroad program. With trips being offered at the sophomore, junior, and senior levels, there is a tremendous ability for participation in these cross-cultural experiences. Each year, a team is sent to Zambia, the Dominican Republic, and Haiti. Trips usually last around 12 weeks, with a week or so to debrief back on the Marion campus at the end. Students take several classes and have the opportunity to work alongside doctors and nurses in hospitals to gain real hands-on clinical experience in another culture. Haiti is at the sophomore level and focuses on maternity and pediatric nursing. Juniors go to the Dominican Republic to learn about mental health and gerontological nursing. At the end of the nursing program, seniors can go to Zambia and put their leadership and community nursing skills into practice. For the most part, two professors accompany the teams, along with an RD, clinical instructor, and

an in-country host who always does an amazing job to welcome our teams. We are incredibly blessed to be part of the global Wesleyan Church and to have the ability to extend these cross-cultural experiences to our students.



This past Fall semester, a team of seventeen senior nursing students, along with two professors, an RD, and a clinical instructor spent twelve weeks learning and working in several different hospitals throughout the country of Zambia. The majority of the trip was split between Macha and Zimba. Macha was a rural village. Picture endless red dirt roads, tons of kids dressed in uniforms getting out of a small town school, and a constant game of soccer. For six weeks, the team was able to learn how Macha Mission Hospital operates and loves on countless patients and their families. Students spent time assisting with surgical

procedures, delivery of babies, cleaning wounds, and running rural health clinics where people could come and get vaccines and other minor things. During down time in Macha, many students would spend time running throughout the local villages with our American Missionary friend Chris. At the end of the six weeks, five of the IWU students even ran a half marathon! The team also had the opportunity to attend several different churches throughout their time in Macha.

After Macha, the team headed to Zimba. This town was on the main highway in Zambia, so it was a lot bigger than Macha. Again, the team attended church, worked in the hospital, and had tremendous opportunity to engage with people in the community. There was also a large market in the "downtown" of Zimba that was really fun to explore. After five weeks in Zimba, the team finished off the trip in Livingstone by spending a day at Victoria Falls, visiting several different churches and helping with a kids camp on Saturday morning that ended up having 617 people attend! Altogether, the team flew 16,112 miles, helped with 84 deliveries, took three classes, ran countless miles, switched planes 7 times, and made memories that will last forever.

## HLC REVIEW FOR INSTITUTIONAL ACCREDITATION

Contributed by Don Sprowl

Indiana Wesleyan University is reviewed for institutional accreditation by the Higher Learning Commission on a 10-year cycle. The current cycle culminated with a campus visit for comprehensive review in November of 2019. The visit team was favorably impressed with much of what we do in pursuit of our mission, including our efforts in diversity and inclusion. The team recognized that IWU's commitment to diversity and inclusion is not a response to some external mandate but flows directly from IWU's identity and mission. The team applauded progress made in recent years and the comprehensive nature of our Diversity Strategic Plan.

The visit team's affirmation of our efforts in diversity and inclusion was particularly gratifying because diversity has been a recurring issue between IWU and HLC for at least 30 years. The 1990 visit team noted that "Lack of women among senior leadership staff is conspicuous and disturbing especially considering that sixty percent of the students are women." The

2000 visit team was not at all content with the institutional response to the diversity issue, noting "The 'conspicuous' absence of women and ethnic minorities in senior leadership positions is as disturbing today as it was ten years ago." Institutional trajectory toward meaningful change was a focus of the 2000's, but the 2010 visit team judged institutional progress to be spotty and inadequate, and required a progress report on diversity due May 2012. By 2012, palpable momentum was building, and the HLC progress report documented meaningful advance in diversity measures. More importantly during this time, diversity and inclusion were recognized as essential characteristics of a healthy IWU and became a central priority in strategic planning and resource allocation. By 2017, diversity was the common thread running through the majority of our strategic initiatives and became the self-evident focus of our HLC Quality Initiative proposal, a required element of the re-accreditation process. Our Quality Initiative proposal, Diversity for Service and Mission, was

approved by HLC in October of 2017 and the Quality Initiative report was submitted and approved in the spring of 2019, setting the stage for the affirmation of the visit team in November of 2019.

The outcomes of the HLC visit do not suggest that diversity is a completed initiative at IWU - true excellence in diversity and inclusion is a transformational process that will span multiple generations of IWU leaders and students. Rather, the outcomes of the visit signal a small but meaningful change in the relationship between IWU and HLC. Diversity and inclusion remain centrally important to both HLC and IWU, but HLC should no longer need to prod IWU to pursue excellence in diversity and inclusion. We are now self-prodding, and that is an institutional transformation worthy of celebration - one indication, perhaps, that we have together genuinely turned a corner.

## 2020 MLK CELEBRATION: LIVING THE DREAM IN THE GOSPEL TRADITION

Contributed by Dr. Mary Alice Trent



"Being able to sing and praise the Lord with the Chicago Mass Choir was amazing. I grew up in a church where we didn't really express ourselves all that much," exclaimed Anna Wright, a member of the IWU Chorale. "Being able to sing, jump, dance, and clap our hands for joy together was wonderful. It was truly amazing to put aside all of our worries and obligations to come and openly worship the God that we love. It didn't matter who we were or what our story was. We all came together and shouted praise to our God!" (Wright). Anna Wright's depiction of the 2020 Martin Luther King Jr. Celebration not only captures the spirit of the hand-clapping, toe-tapping, and hip-moving soulful experience in the Phillippe Performing Arts Center on the campus of Indiana Wesleyan University on January

17, 2020, but also her words reverberate a legacy of Gospel music in the United States.

Along with a warm welcome by Dr. David Wright and opening remarks that provided historical context by Mrs. Diane McDaniel, the anointed invocation by Minister Deidre Gray set the atmosphere for the Holy Spirit to move and have His way. And that's exactly what the Chicago Mass did as they took to the stage and belted out beautiful melodies, and the band played the music that provided the beat and the rhythm. One of the highlights toward the end of the evening was a collaboration between the Chicago Mass Choir and the IWU Chorale Singers. They danced and clapped as they sang "God Is My Everything." The audience-comprised of IWU employees and students and the Marion, Kokomo, and Indianapolis communities--were up on their feet, rocking from side to side and clapping and singing right along with the choirs on the platform: "God is my everything. He's my shelter in a storm." Following heartfelt closing remarks by Dr. Joanne Barnes, a riveting benediction was given by Pastor Alfonso Carter. And the Holy Spirit had His way at the MLK Gospel Celebration!

Since the beginning of Gospel music in African-American Holiness churches, the Holy Spirit has had His way, using such legendary artists like Thomas Dorsey, Sallie Martin, Mahalia Jackson, The Five Blind Boys of Alabama, The Mississippi Mass Choir, and The Chicago Mass Choir, who were founded in 1988 by James C. Chambers and released their first album in 1991. Gospel music-- like Negro Spirituals, the trailblazers to Gospel music--celebrate the tragic yet triumphant narratives of black people grounded by their faith in God, who makes a way out of no way. He is the God "in a weary land," as the Chicago Mass Choir sings. Dr. Reed demonstrated such faith, and he revered Mahalia Jackson and loved to hear her sing, especially "Precious Lord, Take My Hand."



## BLACK HISTORY SHOWCASE

Contributed by Vicky Kinder and IWU students Jhinika Louve and Sam Engle



Sponsored by the School of Theology and Ministry and the Office of Diversity and Inclusion, Indiana Wesleyan University's Association of Minority Students (AMS) hosted a Black History Month Showcase in the Globe Theatre on February 7, 2020.

Warmly attended, the evening included a performance by the McCulloch Junior High School Honors Choir as well as IWU student vocal and instrumental performances, poetry readings, and spoken word performances interspersed with reflective readings regarding influential African American icons.

Chancellor of IWU-Marion, Rod Reed, took part in the event and said it was a privilege to attend. "I was incredibly humbled to be a part of this," Reed said. "Black history is a history for all of us. Our history is incomplete without this part of the story. We need events like this. We need to give

opportunities for amazing students to shine like this."

AMS President Jhinika Louve said she and her team felt this was a needed event, and they hoped to see it continue in subsequent years.



## THE DAY OF COMMON LEARNING AT INDIANA WESLEYAN UNIVERSITY

Contributed by Joel Oluwofote



The Day of Common Learning, also known as The Day of Courageous Conversations, held Tuesday, February 11th 2020, was an opportunity for IWU-Marion faculty, staff, and students to participate in campus wide-dialogue on ways our Christian community can better engage, with more intentionality, in perspectives of the "other." Through a variety of conference-like proposal submissions with resulting sessions and panels, the day boldly invited our community to partake in simultaneous teaching and learning paradigms that center on themes such as

power, privilege, identity, reconciliation and belonging, among other pertinent topics.

This year's Day of Courageous Conversations considered the following questions: Do you fit at IWU? What does "fit" mean? Where do you feel you belong most on campus? Are you happy with the person you're becoming? Is there a disconnect between your sense of belonging and becoming? Have you ever reached out and asked these same questions of others, or do you view your own belonging and becoming as isolated? In many instances, belonging precedes belief, and we inevitably become what we believe. Jesus taught that belonging and becoming are not mutually exclusive. They are natural to both our social experiences as well as our spiritual development. The sessions offered new and renewed revelations about Jesus, His teachings about belonging and becoming,

and helped us all (re)consider our role and responsibility in helping others find their belonging in God's Kingdom, even as they struggle alongside us to become the people God desires them to be.

Dr. Joel Oluwofote, co-chair of the day, believes "this day is what sets us [IWU-Marion] apart from the hundreds of Christian and missional institutions that seek to bring the work of justice and reconciliation to the forefront."



## IWU CELEBRATES WOMEN'S HISTORY MONTH

Contributed by Nancy Schoonmaker



IWU celebrated Women's History Month by hosting a luncheon on March 11, 2020 on our IWU-Marion campus. We were honored to have Mary Jovanovich as the keynote speaker for this luncheon. It was a wonderful time together. After songs performed by Anchored, a group of 3 friends who came together to share their love of singing anointed music, the attendees heard Mary's keynote address titled *Living Our Values*.

Mary is involved as a current board member and conference chair for International Association of Advisors in Philanthropy (AiP), serves on the Integrating Woman Leadership (IWL) Foundation Board, and is an emeritus member of Indianapolis Dress for Success Board. She received her master's degree in management from Indiana Wesleyan in 2014 and currently works for Schwab Charitable as a Senior Manager for Business Development and has more than 13 years of experience with Charles Schwab & Co., Inc. In 2018 Mary obtained a graduate certificate in philanthropic studies with Indiana University's Lilly Family School of Philanthropy. She is currently pursuing a master's in Philanthropy and the Chartered Advisor in Philanthropy designation.



Mary's philanthropic mission is to empower women with economic independence. We greatly appreciate the role model that Mary has been in advancing women's leadership through her work with Schwab and many other leadership roles.

## NATIONAL & GLOBAL DIVERSITY POSITION FILLED

Contributed by Alias Tschuor (class of 2024) and Jenna Fickes (class of 2023)



KAREN A. DOWLING, PH.D.

Executive Director of Multicultural Learning and Engagement

*"I value my diverse cultural heritage; I have had richness in life and globally that have shaped my worldview and I want to share that with others."*

and empowering the people around her. Her education, experience, gifts, and talents as a leader have diligently prepared her for an influential position at Indiana Wesleyan University.

Dr. Dowling holds a doctorate in Philosophy in Educational Studies, a Masters in Educational

Leadership and Supervision, and a Bachelor in Spanish and Japanese Teaching, all from Ball State University. She has experience not only in the academic area but in building different programs as well. She taught Japanese and Spanish at Muncie Central High School and classes at the university level. Dr. Dowling created the first-ever fully online Doctoral program at Olivet Nazarene University.

Outside of the office, Dr. Dowling is on the board for Fellowship of Christian Athletes (FCA) and Motivate Our Minds; both organizations strive towards diversity in the community. In addition, Dr. Dowling is on the board of The Indiana Council for Continuing Education (ICCE), which supports continuing education professionals in higher education and other organizations that promote adult learning in Indiana.

Please join us in welcoming Dr. Dowling to the team of those who lead diversity and inclusion efforts at Indiana Wesleyan University.

## UPCOMING EVENTS

- MAY 2020**  
Asian American and Pacific Islander Heritage Month
- SEPT. 15 - OCT. 15**  
Hispanic Heritage Month
- OCTOBER 21 & 22**  
2nd Annual Diversity Leadership Summit

## 2nd Annual Diversity Leadership Summit

INDIANA WESLEYAN UNIVERSITY WELCOMES

# Dr. Freeman Hrabowski

THURSDAY, OCT. 22, 2020  
Barnes Student Center Banquet Rooms

*Sponsored by the Office of Diversity and Inclusion*

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