Diversity, Equity, and Inclusion: Moving from Talk to Action

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• Much emphasis on DEI in higher ed in last decade
• Lots of talk, discussion about how to improve DEI efforts
  • Current events have spotlighted lack of progress
  • Guidance on action is lacking
• When data is used, it usually focuses on student success
  • Data and guidance for higher ed workforce is lacking
What does it mean to have a diverse, equitable, and inclusive campus?

- **Diverse** - representing individuals who vary in terms of race/nationality/ethnic origin, sex, sexual preference, gender identity, age, physical and mental ability, religious preference, veteran status, genetics, and citizenship.

- **Equitable** - in hiring, compensating, promoting, providing services for, and otherwise treating similarly-situated people represented in the various categories above.

- **Inclusive** - providing a sustained welcoming and protected environment for all people, regardless of their representation in protected classes.
ADMINISTRATORS IN HIGHER EDUCATION

Representation of Racial/Ethnic Minorities, 2001–16

U.S. MINORITY POPULATION

MINORITY COLLEGE GRADUATES

MINORITY HIGHER ED ADMINISTRATORS

Pay Ratio of Women and Racial/Ethnic Minorities by Classification

- Minority Men
- White Women
- Minority Women

Classification:
- Doctoral
- Master's
- Baccalaureate
- Associate's
Representation by Sex

<table>
<thead>
<tr>
<th></th>
<th>U.S. Population</th>
<th>Administrators</th>
<th>Professionals</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
<td>49%</td>
<td>49%</td>
<td>60%</td>
<td>56%</td>
</tr>
<tr>
<td></td>
<td>Women</td>
<td>51%</td>
<td>51%</td>
<td>40%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Women’s Pay Ratio: $0.83 $0.92 $0.96 $0.86

Sources: 2017 American Community Survey (ACS), US Census Bureau; 2019 CUPA-HR Surveys
What is a maturity index?

- Measures progress on a broad construct (DEI)
- Provides scores on a number of factors (areas)
- Lower scores delineate which factors could use work/progress
- Suggests ACTIONS that should be taken to achieve progress in those areas
What needs to be in place for an institution to be considered successful in its DEI efforts?
Responses Grouped Into 5 Factors

- Communication and Education
- Assessment
- Culture
- Investment and Infrastructure
- Compensation, Recruitment, and Retention
Communication and Education

• How your institution defines DEI
• Incorporation of DEI into mission and strategic priorities
• Use of inclusive language in policies and procedures
• Demonstration of the value of DEI by top leaders
• Value of DEI communicated at all levels of the institution
• Education of new and existing faculty/staff
Assessment

• Representation of protected groups in faculty/staff
• Equitable pay for protected groups in faculty/staff
• Collection of data, type of data, and how it’s used
• Assessments and reviews of institution’s own DEI efforts/goals
• Accountability to DEI goals at all levels
Culture

- Efforts to welcome diversity on campus
- Institutional response to unexpected events and feedback
- Engagement of variety of campus groups in DEI efforts
- Diverse representation in committees and leadership
- Representation across the workforce
- Campus-wide culture of DEI
- Engagement of community beyond campus
Investment and Infrastructure

• Dedicated staff for DEI
• Dedicated financial resources for DEI
• Communication of priorities and outcomes across the institution
• Quality of DEI resources
• Investment in student pipeline for the future workforce
Compensation, Recruitment, and Retention

- Pay equity plans for faculty/staff
- Retention and promotion efforts for diverse hires
- Hiring protocols and search committee prep
- Faculty/staff recruitment applicant pool data
Use of the DEI Maturity Index at Indiana University
Where on earth do I get this free indispensable resource?

• Go to cupahr.org
• Click on Surveys > DEI maturity index