

YOU BELONG *HERE*

16.3%

DOMESTIC STUDENT DIVERSITY

29.2%

INTERNATIONAL STUDENT DIVERSITY

50 countries / over 1/4 of the world's countries represented on campus

9.6%

DIVERSE FACULTY BY RACE

8.4%

DIVERSE STAFF BY RACE

DIVERSITY, EQUITY, AND INCLUSION



Embracing Diversity, Equity, and Inclusion

In order to embrace diversity, equity, and inclusion (DEI) and move this work forward at Purdue University Fort Wayne we must:

- **Foster collaborative strategies.** Find ways to partner across campus to increase diversity, ensure inclusivity, and share strategies that bring about equity for all.
- **Openness to varied ideas.** Be open to a varied of innovative and different ideas that contributes intentionally to our university strategic plan.
- **Realistic strategy building.** Always aiming for the sky; consider that realistic strategy building is more productive to the success of DEI at Purdue Fort Wayne. "Never win the battle to lose the war."
- **Willingness to learn, grow, and ACT together.**
- **Align mission/vision to all DEI work.**
- **Role model change.**
- **Determined to remove systemic barriers.**

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Diversity Council

- The Diversity Council—a committee appointed by the chief diversity officer—is committed to promoting civility and respect within the Purdue Fort Wayne community.
- The Diversity Council organizes, researches, and develops events and initiatives related to diversity in accordance with the university's strategic plan focus on promoting a campus community where all are welcome and treated respectfully.
- Diversity affects every facet of the university, from recruitment to graduation, curriculum to campus climate, and our partnerships with the community.
- The Diversity Council is thus integral to Purdue Fort Wayne's future and the council's benefits for students, faculty, and staff are immeasurable.

Council History:

- The Diversity Council was created in 1994. At the time, the Council's charge was to organize activities and initiatives in support of the formerly Indiana Purdue Fort Wayne (IPFW) diversity mission, which stated that IPFW "seeks to demonstrate through curriculum, support systems, and policies that it values individual differences, strives to create and maintain a campus environment that welcomes diverse characteristics, backgrounds, and experiences, and to identify such diversity as a vital source of the intellectual, social, and personal growth essential to a university education" (1994). These goals were later formalized and incorporated into the IPFW Strategic Plan.
- The Diversity Council's charge was redefined in 2003 as follows:
 - To monitor and report on progress toward all the diversity-related goals of the IPFW Strategic Plan, and to make recommendations for improvement. To this end, the Council, with staff support through the chair and the new Assessment Director, will:
 - develop, in collaboration with the responsible unit(s), a plan for coordinating and reporting on diversity-related activities that are intended to meet Strategic Plan goals
 - develop, in collaboration with the responsible units, a plan for monitoring and reporting on the progress of the various diversity-related initiatives that are part of the process of institutional transformation
 - publish an Annual Report on diversity activities/initiatives and their impact
 - make recommendations for how to increase impact (e.g., training, development, best practices, resource allocation)
 - develop and administer an annual budget for funding new initiatives and projects
 - develop criteria and priorities for funding
- The first Annual Accomplishments Report, for the 2004 calendar year, was published in 2005.
- In 2020, PFW hired its first chief diversity officer (CDO). The CDO assessed the current diversity council and DEI Task Force and found it best to convene one advisory board/council.
- In 2021, a new diversity council structure, goals, and objectives were created and the following members were appointed:

DIVERSITY, EQUITY, AND INCLUSION

Training Opportunities

University-wide Training

- **Civility and Beyond Training (1 1/2 hours)**
 - [Sign Up Here](#)
- **Diversity 101 (1 hour)**
 - [Email for more information](#)
- **Inclusive Hiring (2 hours)**
 - [Sign Up Here](#)

Customized Training

- DEI Faculty Training
- DEI Staff Training
- DEI Student Training

Contact

To request or register for training, please email odei@pfw.edu.

DIVERSITY, EQUITY, AND INCLUSION

Strategic Initiatives

Initiative One: Establish Inclusive Hiring Processes

Goal

Create and improve the hiring process of faculty and staff by establishing inclusive process and training.

Objectives

- Partner with Academic Affairs (VCAA) and Human Resources (AVC) to establish intentional inclusive hiring processes.
- Collaborate with Cabinet to establish senior leadership/administrative inclusive hiring process.
- Create a learning plan that advances the university-wide knowledge of inclusive hiring. (in-person and online)
- Implement long-term dashboard to track inclusive and diversity hiring and training.

Initiative Two: To Create/Design a Diversity, Equity, and Inclusion Online Dashboard

Goal

To provide transparency, accountability, and progress to plan on diversity, equity, and inclusion via an online platform.

Objectives

- Design a DEI dashboard of university staff and student demographics. Report on trends and analyze metrics of progress to plan.
- Partner with Institutional Research to intentionally gather and present important DEI data about students, faculty, and staff.
- Partner with Marketing and Communication to creatively design a webpage that is interactive and customer friendly—easy to understand and interpret. This will be apart of the ODEI webpage.

DIVERSITY, EQUITY, AND INCLUSION

Initiative Three: Increase Diversity Recruitment (Faculty, Staff, and Students)

Goal

Increase the recruitment of diverse faculty, staff, and students.

Objectives

- Assess the current demographics (by race/ethnicity) of faculty, staff, and students.
- Partner with HR and Faculty Affairs to increase the awareness and knowledge of recruiting diverse faculty and staff (see inclusive hiring).
- Partner with Admissions (Director of Recruitment) to strategize recruiting diverse students.
- Create/develop pipeline programs, specific to increasing the diverse recruitment.

Initiative Four: Increase Diversity Retention (Faculty, Staff, and Students) and Graduation (Students)

Goal

Create support mechanisms, programs, and procedures/policies to increase the retention of diverse faculty, staff, and students. Focus on increasing the four and six year graduation rate of diverse students.

Objectives

- Implement long-term dashboard to track inclusive and diverse hiring and training participation.
- Engaging with diverse students regularly, to assess their PFW experience.
- Limit the number of "holds" diverse students have due to academic, financial, department etc. by assisting students prior to end of semester.
- Directly engage with diverse students for tutoring, mentoring, and one-to-one advising (academic/personal).
- Increase the number of financial literacy workshops offered to students.
- Intentional outreach to all underrepresented students.

DIVERSITY, EQUITY, AND INCLUSION

Initiative Five: Create Diversity Unit Plans

Goal

Create/establish a diversity plan for each unit on campus.

Objectives

- Partner with all campus unit leaders (i.e. chairs, deans, directors etc.) to discuss DEI strategies.
- Administer a Campus Climate Survey (University-Wide, and unit specific).
- Assess plans as needed.
- Collaborate with DEI partners to design standardized elements of a university diversity plan.

Other DEI Initiatives:

- Develop external relationships with the community to enhance diversity on and off campus.
- Inclusive Excellence in the classroom. (i.e. diversify curriculum, faculty grants etc.)
- International recruitment.
- The economic impact of graduating underrepresented students to regional employment.

A portrait of Dr. MarTeze Hammonds, a Black man with a beard and glasses, wearing a dark suit jacket, a white shirt, and a yellow and black striped bow tie. He is looking upwards and to the right with a slight smile. The background is a solid, muted yellow-green color.

Dr. MarTeze Hammonds
Chief Diversity Officer, Purdue Fort Wayne

2024 FULL-DAY SCHEDULE

9:30-10 a.m.	Check-in and Resource Fair	Walb, Java Spot
10-10:15 a.m.	Welcome	International Ballroom
10:15-10:25 a.m.	University Safety and Care	International Ballroom
10:25-10:40 a.m.	Paying for College: Financial Aid Basics	International Ballroom
10:40-11:05 a.m.	Student Success and Academic Planning	International Ballroom
11:05-11:15 a.m.	Travel to Academic Locations	
11:15 a.m.-12:15 p.m.	Learn about Your Major	Various Locations
11:45 a.m.-12:45 p.m.	Lunch	Walb, Don's at Walb, G24
12:45-1 p.m.	Meet in International Ballroom	International Ballroom
1-4:40 p.m.	Afternoon Rotations	

	Group A <i>(Black Lanyard)</i>	Group B <i>(Gold Lanyard)</i>	Group C <i>(Silver Lanyard)</i>	Group D <i>(White Lanyard)</i>
1-1:40 p.m.	Academic Advising	You Belong Here	Take Charge of Your Career Success or Campus Tour or Housing Tour	
1:45-2:25 p.m.	Financial Aid Counseling	Academic Advising	Academic Support or Campus Tour or Housing Tour	
2:30-3:10 p.m.	You Belong Here	Financial Aid Counseling	Academic Advising	You Belong Here
3:15-3:55 p.m.	Academic Support or Campus Tour or Housing Tour		Financial Aid Counseling	Academic Advising
4-4:40 p.m.	Take Charge of Your Career Success or Campus Tour or Housing Tour		You Belong Here	Financial Aid Counseling

4:45-5 p.m. ID and T-shirt Pickup and Checkout International Ballroom

Other Services Available from 1 to 5 p.m.

Disability Access Center, Walb, 113

Military Student Services, Kettler, 112N

Student Conduct and Care, Walb, 111