Greetings,

I hope you are all as excited as I am for warm summer days, time in the garden and yes, time to reflect and become rejuvenated for the next academic year.

This has been a busy spring as you can see from our newsletter. With so many to thank for inspiring us with their presence, challenges, and commitment to ensuring that Ball State University is a welcoming place for all, it’s hard to know where to begin. As always, I am deeply indebted to our Graduate Assistants and office staff who review programs, data, and enrich us with their creativity to ensure that the work of the office runs smoothly.

Our semester activities started with the Martin Luther King breakfast. Ro Anne Engle and her staff made this one of the largest marches I have seen in several years. That same day, the Office of Institutional Diversity launched our Tribute to Maya Angelou. This was a semester long celebration of Maya’s commitment to reading. We worked with six community partners to make this event possible, children at each agency received one of Maya’s children’s books. A special thank you to Mrs. Grace Ferguson, Vice President Kay Bales, and Provost Terry King for joining us in launching this tribute and for the many students who volunteered to read to students throughout the semester. We know our community partners will continue to celebrate Maya’s love of reading to the children served at each agency. Our visit with Ball State University alum Stedman Graham was a great success. I especially enjoyed the Poetry Slam with students from the community and the efforts of our students from Ethnic Theatre Alliance. Thank you all for your support and energy.

This semester saw the start or continuation of many initiatives, some include:

1. The Diversity Asset Inventory
2. Faculty Retention Task Force
3. University Task Force on the Status of Women
4. McNair application review
5. Southern Regional Education Board, Indiana Consortium
6. Ph.D. Pathways expansion in the College of Sciences and Humanities
7. Faculty Dialogues
8. Diversity Educators Committee
9. Diversity Unit Planning Meetings
10. Recruitment Strategy Meetings, and
11. Dream Makers Day re-launch

Additionally, University Human Resource Services hired Julie Dominguez our new Affirmative Action and Employee Relations Specialist. Welcome Julie, we look forward to working with your office as we work to increase our recruitment efforts next year.

Ensuring a diverse and welcoming environment is the responsibility of everyone, and I continue to be amazed by your contributions to ensuring that Diversity is an integral part of everything we do here at Ball State University. Please contact or office with any questions or suggestions.

With warm regards
Charlene Alexander, Ph.D.
I Read…I Rise

The 2015 MLK Day of Celebration served to launch the I Read…I Rise – Tribute to Maya Angelou, which occurred on Monday, January 19, 2015 from 11:30 a.m. to 12:30 p.m., at the Muncie Boys and Girls Club. Beginning January 26, Ball State University will begin the Maya Angelou Tribute Literacy Program to promote literacy within the Muncie Community. BSU students will have the opportunity to work with a variety of community partners to include: Muncie Boys and Girls Club, Buley Center, Motivate Our Minds, The Friends of Conley, the Muncie Unity Center, and Ross Community Center. Volunteers will engage children in reading, discussions, and activities focused on the literary works of Dr. Maya Angelou.

Purpose:
• to promote and encourage reading among Muncie children and youth
• to encourage Ball State University students, faculty, and staff volunteers to engage with, and serve our community

Stedman Graham has built a strong reputation for helping corporations, organizations, and individuals succeed. He is the Chairman and CEO of S. Graham & Associates, a management and marketing consulting firm based in Chicago. As an educator and speaker, Graham lectures and conducts seminars for businesses and educational organizations worldwide on the topics of identity development and leadership. Active in philanthropy and community work, he is on several boards including the Board of Junior Achievement and the business school at San Diego State University. Graham served in the U.S. Army and played basketball professionally in the European League. Graham holds a Bachelor’s Degree in social work from Hardin Simmons University, a Master’s Degree in Education from Ball State University, and an honorary doctorate in Humanities from Coker College.
THE DIVERSITY ASSOCIATES

The Office of Institutional Diversity sponsors the Diversity Associates Program, which provides faculty with the opportunity to execute a diversity-related project. This year the program has been extended to include diversity-related research, immersive learning, grant applications, and inclusive pedagogy programs, and diversity dialogues.

Ph.D. Pathways
This program is designed as a mentoring program that matches minority students from underrepresented backgrounds with faculty, professional staff, community professionals, and distinguished alumni from Ball State University. By meeting with a mentor on a consistent basis, interacting with other protégés, and participating in a set of University-sponsored events, Ph.D. Pathways helps protégés gain knowledge and establish networks.

Spring 2015 SEMESTER ACCOMPLISHMENTS

The Office of Institutional Diversity continues to eagerly meet the demands of a growing office as we strive to cultivate an inclusive community. During the spring term we:

• sponsored two (2) campus-wide Diversity Dialogues
• participated in MLK Unity Day Celebration
• co-sponsored presentation by Laverne Cox
• promoted a successful literacy campaign and tribute to Maya Angelou with the help and support of BSU administrators and Stedman Graham.
• co-sponsored the Celebration of Excellence

The Office of Institutional Diversity is happy to announce that Dr. Renae Mayes, Assistant Professor of Counseling Psychology, was recognized at the recent AERA Conference held in Chicago, IL. The award notes: “as a rising star in the field of school counseling. Dr. Mayes has received an award for her 2013 dissertation, which she wrote while still a doctoral student at The Ohio State University (OSU).” Her research focuses on examining gifted students with a disability through the lens of racial and ethnic identity and socioeconomic status.

Office of Institutional Diversity Technology Corner

The Office of Institutional Diversity is happy to introduce our technology corner to promote the use of 21st Century digital technologies. In our effort to serve the Ball State University community, we are happy to offer a variety of methods for open communication.

Please take a moment to visit us on Facebook, follow us on Twitter, view our evolving website, and visit our current Maya Angelou tribute webpage.
The Office of Institutional Diversity at Ball State University is dedicated to the recruitment and retention of diverse faculty and staff. Our goals are to be a recognized resource for the campus community where individuals of diverse backgrounds know they are supported through our advocacy efforts. We seek to educate the campus community by initiating challenging conversations related to diversity in order to enhance awareness about the needs of all faculty and staff. We seek to enhance innovative pedagogy and the overall performance and effectiveness of the university.

The Office of Institutional Diversity is committed to:

- scholarship
- data driven initiatives and decision-making
- a multicultural environment
- educating the university on the importance of establishing a diverse environment
- providing resources to assist the university with their diversity efforts.

**Contact Us**

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[BSU Website](#)
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**Our Staff**

**Secretary**
Julie Eiser

**Graduate Assistants**
Andrew Brimhall
Joshua Miller

**PhD Pathways Graduate Assistants**
Rahsaan McKell-Jeffers
Sara Feigenbaum
Antonette Payne

**Upcoming Events**

**First Annual Diversity Recognition Luncheon**
Occurring April 30, 2015 at 12:00 Noon, BSU Student Center, Cardinal Hall B.

**Dream Makers Day. Make Your College Dreams A Reality...**
Occurring June 17, 2015 in conjunction with the Center for Leadership Development located in Indianapolis, IN.

**Past on-campus events, co-hosted by OID**

**February 15, 2015**
**Laverne Cox** delivered her empowering message of moving beyond gender expectations to live more authentically all over the country.

**February 17, 2015**
**Tribute to Maya Angelou** with **Keynote Speaker Stedman Graham**
Shared with us as we celebrated the award-winning novelist, poet and activist during a public ceremony.