



ANNUAL REPORT

# OFFICE OF EQUAL OPPORTUNITY

IUPUI

## WHAT WE DO.

- EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION
- REASONABLE ACCOMMODATIONS FOR EMPLOYEES / ACCESSIBILITY
- DISCRIMINATION / SEXUAL MISCONDUCT
- EDUCATION / COLLABORATION



# 1. EQUAL EMPLOYMENT OPPORTUNITY

Monitor adverse impact in hiring process & write campus-wide  
Affirmative Action Plan.



## EFFORTS AROUND DATA INTEGRITY

- Defining our Latinx and multiracial communities
- Increasing reporting of veterans and individuals with disabilities
- Accurately characterizing our workforce



# AA/EO: IUPUI Faculty (IU School of Medicine only)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Adjunct Faculty	Executive Management
All People of Color	107.4%	103.1%	183.4%	110.2%	112.4%
Asian	139.5%	130.1%	284.2%	95.6%	134.7%
Black	61.3%	101.1%	62.9%	187.6%	47.6%
Latino	77.7%	64.6%	60.5%	120.8%	158.7%
Multiracial	42.8%	18.3%	0.0%	0.0%	72.5%
Native American	0.0%	41.2%	-	-	-
NHOPI	-	-	-	-	-
Total Women	66.7%	100.0%	129.2%	131.1%	87.2%
Veteran	25.8%	28.3%	13.8%	31.6%	0.0%
Disability Reported	16.5%	9.4%	25.2%	7.2%	0.0%

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

IUSM Faculty Employees:

Tenure Track: **606**

NTT, Clinical: **1215**

PT/Other: **227**

Adjunct: **198**

Executive Management: **60**



# AA/EO: IUPUI Faculty (Excluding IUSM)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Adjunct Faculty	Executive Management
All People of Color	133.7%	81.1%	131.0%	89.4%	89.3%
Asian	205.3%	76.5%	159.0%	54.9%	71.9%
Black	85.5%	119.2%	118.0%	127.5%	132.2%
Latino	89.1%	72.4%	94.1%	94.3%	105.8%
Multiracial	59.6%	25.4%	154.0%	104.9%	25.7%
Native American	62.2%	0.0%	102.9%	174.7%	-
NHOPI	-	-	-	-	-
Total Women	91.3%	128.2%	116.9%	109.3%	89.3%
Veteran	21.5%	44.7%	17.9%	52.9%	20.3%
Disability Reported	52.3%	50.3%	81.6%	44.8%	37.1%

- 100% signifies exact parity with expected employee demographics.
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Total Faculty IUPUI, w/out SOM:

Tenure Track: **655**

NTT, Clinical: **454**

PT/Other: **175**

Adjunct: **1181**

Executive Management: **154**



# AA/EO: IUPUI Staff (IUPUI, including School of Medicine)

	Professional Staff	Clerical Staff	Technical Staff	Skilled Craft	Service Maintenance
All People of Color	160.4%	133.1%	153.6%	87.0%	171.1%
Asian	223.3%	83.7%	275.7%	0.0%	149.3%
Black	148.4%	129.4%	105.0%	161.3%	241.5%
Latino	112.9%	173.0%	184.3%	36.7%	33.9%
Multiracial	480.9%	292.8%	1228.9%	0.0%	403.2%
Native American	45.8%	48.8%	19.2%	0.0%	44.8%
NHOPI	-	-	-	-	-
Total Women	120.0%	108.7%	121.1%	106.1%	138.9%
Veteran	25.2%	16.0%	28.8%	113.4%	42.0%
Disability Reported	48.1%	106.7%	74.6%	34.6%	69.1%

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Total Staff Employed (w/ SOM)

Professional: **2911**

Clerical: **683**

Technical: **651**

Skilled: **124**

Service: **372**



## MONITORING THE SEARCH/SCREEN PROCESS.

Number of postings monitored: 418 faculty and 1110 staff. OEO expects that...

- Search committees are diverse and that each committee assesses candidates' skills associated with diversity, equity and inclusion
- Recruitment should be intentional and process should be accessible
- Standardization of criteria for screening / standardization of candidate experience
- Posting and interview questions should be compliant with non-discrimination policies



## EXIT SURVEY INFORMATION

- Almost 90% of exiting employees indicated they would recommend IUPUI as a place to work. Top reasons for satisfaction while employed: benefits, work schedule and work/life balance, relationship with colleagues.
- Top reasons for dissatisfaction: rewards and recognition (faculty and staff), prospects for career advancement (faculty), and performance evaluation process (staff)
- 30% of those surveyed reported experiencing bias/harassment/discrimination while employed at IUPUI. Most common reported types: sex, age, race/ethnicity



## 2. ACCOMMODATIONS / ACCESSIBILITY

- Faculty and staff with disabilities who are requesting accommodations through the Office of Equal Opportunity is increasing (37 accommodation requests last year)
- Partnering with offices like Adaptive Education Services, Office of Student Advocacy and Support and Campus Facility Services to address issues of accessibility (<https://map.iu.edu/iupui/>)

Matters related to workplace accommodations should be directed to the  
Office of Equal Opportunity



### 3. NON-DISCRIMINATION / SEXUAL MISCONDUCT

- IU prohibits discrimination on the basis of any of the following: age, disability, ethnicity, color, national origin, race, sex, gender identity, gender expression, sexual orientation, marital status, genetic information, religion, or veteran status
- IU's sexual misconduct policy includes sex and gender based discrimination, sexual harassment, sexual assault, dating violence, sexual exploitation, and stalking and applies to all members of the IU community



# RESPONSIBLE EMPLOYEES

All faculty and most staff at IUPUI are responsible employees

- Required to report any information related to sexual misconduct to a deputy Title IX official (myself and Sara Dickey, Office of Student Conduct)
- If the individual accused of engaging in the misconduct is a student – Office of Student Conduct handles the matter
- If the individual is anyone else (faculty, staff, visitor, etc.), OEO handles the matter



## CHANGES TO SEXUAL MISCONDUCT POLICY

1. Language added to clarify that alcohol/drug use does not inherently mean incapacitation
2. Deception around contraceptives added to policy
3. Acceptance of responsibility option for matters involving faculty and staff
4. Exemptions for responsible employees spelled out:
  - Disclosures made as part of participation in research activities that have received human studies approval through IRB
  - Disclosures made as part of an academic assignment
  - Disclosures made at public awareness events



# NON-DISCRIMINATION / SEXUAL MISCONDUCT

- Complainants
  - Student: 52
  - Staff: 44
  - Other: 30
  - Faculty: 19
- Respondents
  - Faculty: 54
  - Staff: 41
  - Other: 30
  - N/A: 17
  - Student: 3

TOTAL CASES: 145



## CONCERN BASES

- Race, color, ethnicity: 25
- Sex: 24
  - Sexual orientation: 7
  - Gender identity: 3
- Disability: 17
- Age: 5
- Religion, creed: 4
- National Origin: 4
- Sexual Misconduct (51 accounts)
  - Sexual Harassment: 26
  - Sexual Assault: 12
  - Stalking: 7
  - Dating/Domestic Violence: 3
  - Sexual exploitation: 3
- Retaliation (8 accounts)
- HR related (21 accounts)



## CONCERN RESOLUTIONS

- Closed with an action taken: **38**
- Closed without an action taken: **28**
- Complainant did not want to move forward: **27**
- Other resolution: **8**
- Ultimately referred to more appropriate office: **44**



## 4. EDUCATION / COLLABORATION

- EO Council (Accessibility in Hiring Process / Conflict Resolution & Election 2020 in the Workplace)
- Committees/task forces at the Campus and System levels (Employee Data Standing Committee, Chancellor's Diversity Cabinet, SAPIR, Sexual Misconduct Review Team, Bias Incident Response Team, BCT, etc.)
- Training
  - Search and Screen
  - Sexual Misconduct
  - Unlawful Harassment / EO / Affirmative Action
  - ADA
  - Mediation Training / Conflict Resolution (in conjunction with DEI)



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FULFILLING *the* PROMISE