

## **DIVERSITY PROGRESS REPORT 2007**

TO: Earlham Community  
FROM: Diversity Progress Committee  
DATE: Annual Report of the Diversity Progress Committee  
RE: January 2008

### Process

In 2002, the Earlham Community (Student Government, Employee Council, Faculty Meeting and Board of Trustees), in response to a charge by the President, affirmed a Diversity Vision Statement and a detailed set of goals to move us toward that vision. Working with those goals, the Diversity Aspiration Task Force formulated a set of objectives we thought would help us reach them.

One goal was to create a monitoring committee that would keep our various groups and committees and officers on the task, and would report periodically to the community on our progress (or lack of it). The Diversity Progress Committee now has that responsibility. That committee includes key administrative faculty who manage aspects of College operations related to specific diversity goals. Membership includes the following: Provost, (co-convener), Associate Dean for Diversity (co-convener), Academic Dean, Dean of Student Development, Dean of Admissions & Financial Aid, Associate Academic Dean, and the Director of Human Resources.

As you review this report, we hope you will help us by noting what is unclear, what needs more work, what you believe has been omitted, and, particularly, what advice you, seeing the report “from a distance,” have for those of us who are close to the effort and, therefore, most liable to develop myopia and/or lose the big picture.

In reviewing the evidence provided in this report, we remain committed to analyzing this data against the set of benchmarks identified in last year’s report. We do this not because we think those measures are the best or the only standards for assessing our progress with respect to our vision of diversity. Rather, we do this because there is some value in consistency of comparison at this stage in our work on diversity.

In fact, we believe that the work of the recently-created GLCA Diversity Summit Team on campus (a group that will represent Earlham at a GLCA Diversity Summit meeting in April) will provide some guidance for our Diversity Progress Committee in re-conceptualizing and revising our ideas about how best to live into the challenge of our diversity vision statement and how best to capture progress in addressing that challenge. That, however, is work to come later this year. For now, we offer this report of diversity at Earlham during the 2006-07 year as a means of capturing progress in terms of the benchmarks on which we promised last year to work.

## Highlights

1. We offered more diversity-related ES, IP, and CP courses this year (a total of 41 vs. 35 last year) but fewer domestic and international diversity general education courses (a total of 60 vs. 89 last year).
2. Almost 2/3 of our total PDF funding was devoted to diversity-related projects.
3. Our new Global Associates Program was implemented to promote engagement between newly-enrolling international and domestic students.
4. A variety of Campus Ministries activities and events (i.e. Faith and Values luncheons and Joint Dinner with Muslim and Jewish students) were held that celebrated and acknowledged various religious beliefs.
5. Performances and lectures were given by several Quaker leaders, such as Peterson Toscano, Chuck Fager and Anais Mitchell.
6. A variety of activities this year were aimed at engaging under-represented groups more inclusively.
7. The Program Board (including three African-Americans, one Hispanic, and one gay) co-hosted Blues Traveler at Homecoming and Talib Kweli (the first big hip hop show on campus).
8. The number of international students competing on varsity athletics teams increased.
9. We increased the geographical diversity of US multicultural students (with 46% of African-American students coming from outside Indiana).
10. Admissions hired a new Associate Dean of Admissions/Director of Multicultural Recruiting.
11. The percentage of international students rose from 8.2% to 9.4%.
12. Of five completed faculty tenure-track searches, two were filled by women and two by international/minority faculty.
13. The percentage of teaching faculty who are people of color and U.S. citizens rose from 13.1% to 19.2%.

The Diversity Progress Committee: Nelson Bingham, Kari Kalve, Greg Mahler, Deb McNish, Mounira Morris, Jeff Rickey, Tammy Tomfordhe

## Goal #1: Maintain and expand a diverse curriculum

### Progress and Changes in 2006-2007

- **General Education<sup>1</sup>**

Diversity Domestic	Fall 11 courses; Spring 11 courses
Diversity International	Fall 15 courses; Spring 23 courses
Earlham Seminar	Fall 7/11 courses; Spring 5/10 courses
Interpretive Practices	Fall 6/11 courses; Spring 7/10 courses
Comparative Practices	Fall 5/11 courses; Spring 11/16 courses

*Those comparing with last year will find significantly fewer DD and DI courses. In 2005-2006, there were a total of 46 DD courses and 59 DI courses, as opposed to 22 and 38 in 2006-2007. Looking at the past two years before 2005-06, it seems that that year offered an unusually high number of DD and DI courses. On the other hand, the percentages of diversity content in ESem, IP, and CP has gone up.*

- **PDF**

\$76,067 has been allocated for PDF projects, of which \$48,043 (63%) was dedicated to diversity-related projects.
- **Charles Lecture**

As was mentioned last year, Maria Rosa Menocal was the Charles lecture for 2006-2007, and her recent book *The Ornament of the World: How Muslims, Jews, and Christians created a Culture of Tolerance in Medieval Spain* was used by a number of courses, as well as for the first-year reading in 2006.
- **Majors**

Earlham has 30 majors, of which 12 require diversity requirements be met as part of the major. 2 additional majors have 2 or more tracks, and in each of those 2 majors, 1 track requires diversity requirements for the major. 9 majors include substantial diversity-centered courses as part of the optional courses for the major.

### Goals/Plans for 2007-2008

- Plans for the 5-year assessment of General Education are still underway for 2008-2009. We will send requirement templates for diversity courses to instructors planning D-D and D-I courses. We will explain the need to follow these and to identify them for students.
- As part of General Education assessment, we will also look at which departments and divisions offer courses to meet each gen ed requirement, including DD and DI requirements.

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<sup>1</sup> These courses have been counted based on titles, rather than on course numbers, as many courses appear repeatedly because of frequent cross-listing. The IP, ES, and CP lists are of Gen-Ed courses that have diversity as a major content based on the definition of diversity in the diversity aspiration statement. Those guidelines are not entirely the same as those for DI and DD courses. Under DD and DI, I have not counted courses that have diversity as content, but do not satisfy a GenEd requirement. I have not judged whether those courses listed as DD or DI ought to satisfy the requirement.

## **Goal #2: Enhance and enrich co-curricular programs and supportive networks – Earlham Student Government**

### **Progress and Changes in 2006-2007**

- Earlham Student Government (ESG) wrote a letter to the faculty and student convenors of New Student Orientation, advocating three changes in the way NSO is structured in hopes of fostering greater interaction among diverse groups of students:
  - NSO ought to work more closely with athletic teams to ensure higher participation from first year student athletes in NSO activities
  - NSO ought to find innovative ways to facilitate interaction and bonding between international students and domestic students
  - More attention ought to be paid during NSO to issues of Race and Diversity, restructuring present activities and adding new attention and focus to Race and Diversity
- ESG held the 3<sup>rd</sup> Annual Leadership Retreat, bringing together a diverse group of students to discuss how students can “see the change and be the change” they wish to see in the world.
  - Continued the tradition established the year prior of focusing one session on Race at Earlham, bringing together Trayce Peterson, Marjorie Trueblood, Tania Balan-Gaubert, and Colin McCullough to discuss being black at Earlham: Past and Present.
- Particular attention has been paid in ESG Cabinet to recruit and confirm a diversity of students for college committees and cabinet positions.
- ESG has worked diligently to make Cabinet more accessible to a diversity of students through:
  - Thursday Thoughts: time on Thursdays at Lunch in the Runyan Student Center where cabinet spreads itself out, attempting to gather student opinion regarding important issues at Earlham
  - All Student Meetings held regularly to ensure student feedback on important issues.

### **Goals/Plans for 2007-2008**

- Establishment of a Homecoming Committee to bring the community together during Homecoming week, facilitating events that will appeal to a wide diversity of students
- ESG involvement in New Student Orientation through the Principles and Practices discussion as well as discussions about governance, alcohol, and academic integrity in hopes of making ESG more accessible in first years' orientation experiences
- Continue revising and strengthening our commitment to diversity in cabinet, recruiting a wider diversity of students in committees and positions.
  - We expect at least two cabinet positions to become available to appointment, and we hope to choose from a variety of applicants for these positions.
- Work to better ensure that Earlham Student Government events are attractive to students from many different backgrounds and experiences

- Participate in any ways possible in hiring the new Director of Multi-Cultural Affairs in order to work closely with the newly hired director to facilitate conferences and educational events around campus

### **Challenges for 2007-2008**

- The turnover rate among ESG members and student representatives to college committees is high, making maintenance of a diverse group of students a constant and pressing concern that must remain at the forefront of discussions
- The Diversity Progress Committee largely acts as an afterthought of the ESG Cabinet and ought to be more at the forefront of ESG's minds
- Participation from athletes in Earlham Student Government activities and events is disproportionately low
- Participation from International students continues to be disproportionately high, while participation from domestic students of color continues to be disproportionately low, though gains have been made in this area
- Gender diversity in ESG is a significant challenge, as women-identified people are disproportionately represented in ESG while people of other gender identifications' participation is disproportionately low.

**Goal #2: Enhance and enrich co-curricular programs and supportive networks**  
– Student Development

**Progress and Changes in 2006-07:**

- Health Services presented a program to the Women's Basketball Team about Women's Health, Safe Sex, and Healthy lifestyle choices.
- The Peer Educator Group again sponsored the Aids Dance-athon. Raising money and awareness about Aids and various STD's.
- Outreach has targeted all student populations, through Stall Stories taped in all the bathroom stalls on campus, Wellness Wednesdays in the Earlham Dining Hall, and Counseling Tip of the Week in Around the Heart.
- Counseling Services is a faculty sponsor for Active Minds, and will participate in many of the Mental Health Awareness Week activities to encourage all students to seek help for mental health issues.
- Counseling Services continues to see an increase in the number of international students and male students receiving services.
- Programming by Counseling Services has increased the number of presentations made to students going on off-campus programs, and has provided programs for athletic teams and for residence halls.
- Counseling Services Internet based appointment scheduling system has made it easier and more private for students deciding to come to counseling.
- Faculty programming includes presentations to faculty leading May term and semester-long off-campus programs, as well as a general training in the basics of mental health open to all faculty and staff.
- Due to the increase in outreach to faculty, Counseling Services has provided information and consultation to several of the new international faculty members who have contacted the Director when they have been concerned about a student or a loved one.
- Student Activities Board has 15 members. 59% are women and 41% are men. Two members of the board are African American, 1 is Latino, and two are GLBTQ.
- Student Activities this year started using a system of committee. This has increased our number of students by 200%. It has also allowed us to have more leadership positions fill by students of color.
- A number of activities each year are inclusive of our under represented groups. We try to co-sponsor an event with every one of the under represented clubs and organizations registered on campus. This year these activities have included African Fest, Contra Dance, International Festival, A hip hop DJ, Japanese Spring Fest, Pride week included speakers from the black community, transgender community, and from the ex-gay movement. In addition they had t-shirts, sidewalk chalking and a drag ball, Latino Fest, Womyns History Month.
- Our film series looked at films that attract a diverse audience. We brought in: "Hustle and Flow" about a rap star from the dirty south trying to make in Hip Hop "Wedding Banquet" gay Taiwanese man pressured to marry by his family "Turtles can Fly" The first film to come out of post Saddam Iraq, "Bad Education" Co-sponsored by "Spectrum" and Black Ladies united at Earlham.

- The Program Board has finally picked up steam. In the fall we co-hosted “blues Traveler at Homecoming and in the spring we hosted the first big hip hop show on campus Talib Kweli.
- The program board is comprised of members from our minority populations. Three are African American, one is Hispanic and one is gay.
- In the spring of 2006, open dialogue meetings were held for all students, through these meetings Residence Life was able to establish connections with students making the department more approachable.
- Resident Assistants and Area Directors have been more active in planning diverse programs. This year there have been more bulletin boards on diversity, movies centered on dialogue about differences.
- Academic Enrichment continues to direct and support the College Writing Program: SWI and EIP.
- Academic Enrichment continues to coordinate the accommodation needs of students with disabilities.
- Academic Enrichment coordinates drop-in tutoring sessions for Biology 112, Chemistry 111, 221, 321, and 33, Economics 101 & 103, Math 120, Philosophy 130.
- Academic Enrichment continues with our one-on-one work with students on academic probation.
- Academic Enrichment sponsored a Reading Rate and Comprehension Course
- Academic Enrichment worked with the writing consultant who reported on the status of the writing program at Earlham.
- Continued service activities performed by athletic teams
- Student Athlete Advisory Committee raised funds to support local agencies through Silent Auction
- Athletics continues to analyze and address the academic needs of minority student athletes
- Invited athletes of color to speak with Athletic Committee regarding their experiences at Earlham
- Continued intentional relationship with International Programs Office in providing vocational counseling and services for international student population.
- Intentionally hired a diverse group of work-study students.
- Advertised and encouraged attendance at more regional multicultural job fairs.
- Faithfully adhered to the Bonner Program diversity guidelines.

#### **Goals/Plans for 2007-08:**

- In working with the Wellness Committee, Health Services is offering a new Health Awareness program, offering free health screening once each month.
- Health Services continues to work on Pandemic Flu preparedness.
- Counseling Services is working to recruit a male senior resident in psychiatry to provide low cost psychiatric services on campus for the 2007-2008 academic years. Males are underrepresented in the mental health professions nationwide.
- The continuation of current outreach efforts and programming to all students and faculty, increased collaboration with the International Programs Office
- Continued work with the Active Minds student organization to reach out to underserved populations.

- We are already starting to plan for the fall and as soon as we have a new Multicultural director we will do co- sponsorships programming.
- Working with Student Government to develop a representative student leadership structure.
- Assist students living in residence to understand diverse communication styles by working with roommates and giving more structure to living agreements.
- Increase the publicity for diverse programming happening in the residence halls and houses.
- Continue researching student interest in gender neutral housing in the residence halls and houses.
- Academic Enrichment will move into the implementation phase for some of the initiatives recommended by the writing consultant.
- Apply to NCAA for Women & Ethnic Minority 2-year internship grant
- Continue community service activities by athletic teams
- Continuing to deepen relationships with traditional student of color groups on campus.
- Developing of local, paying internships in order to attract underrepresented student populations.
- Continuing to faithfully adhere to Bonner Program diversity requirement.
- Deepening training for Peer Career Advisor's with particular focus on connecting with diverse populations.
- More intentional use of "Lucy Booth" traveling Service Learning & Career Development Center (SLCDC) office in an effort to connect with underrepresented populations.

### **Challenges for 2007-2008**

- As our student population changes, we will change our focus to accommodate the many needs that each student group represents, a challenge that we are excited to meet.
- Residence Life's largest challenge for this year has been to strengthen diversity programming of the resident assistants.
- Developing of local, paying internships in order to attract underrepresented student populations.
- Attracting more underrepresented student populations to Service Learning and Career Development Center (SLCDC) activities.

**Goal #2: Enhance and enrich co-curricular programs and supportive networks**  
**-- Campus Ministries**

**Progress and Changes in 2006-2007**

- College Meeting for Worship; Shabbat services and dinner; 9/11 Service; memorial service for Franklin Wallin; memorial service for Austin Harris; Candlelight Christmas service; Worship service— Remembering Tom Fox, Quaker peace activist; Good Friday service; Prayer vigil for Joe Augustin and family; Iraq war memorial and peace vigil; Prayer vigil for Virginia Tech tragedy.
- Activities in support of religious life on and off-campus: Faith Community Dinner (reps from many Richmond faith traditions and non-profit groups) with 1<sup>st</sup> year students; the Fall religious life leadership retreat at Rainbow Farm in Muncie, IN with the theme of *Under Construction -- Renewing Body & Spirit for Engagement in the World*.
- Campus Ministries, the Buddhist Student Union, Jewish Student Union (JSU), The Newlin Center for Quaker Thought & Practice and Committee on Justice in the Middle East (CJME) sponsored activities to celebrate International Peace Day held on September 21, 2006. Activities included a dinner, a presentation by Buddhist nun, Venerable Wulling, the screening of documentary film *My Life is My Message*, and discussion.
- During February Chuck Fager, Quaker peace activist, visited the campus for a week. He offered public presentations, visited classes and met with students.
- Peterson Toscano, Quaker Theatrical Performance Activist, made a 3-day visit to campus. He performed his one man show during Pride month; met with students from Earlham College and the Earlham School of Religion; and spoke at Take Back the Night.
- *Reaching Out, Becoming Whole: A Spiritual Journey through Dance and Psalm 30*. The work is a dance piece set to Psalm 30 and contemporary and traditional music, and choreographed by Earlham students in collaboration with Rachel Gartner.
- Activities as ongoing dialog between intellect and spirit: Faith & Values Lunches (2 per semester). Speakers included Frank Carr, Director of Athletics, Rabbi Rachel Gartner, Mahmoud Nasser, Arabic Instructor and Sue Kern, Administrative Assistant for the Newlin Center and Campus Ministries.
- Friends Colloquium taught by Trayce Peterson explored the use of Scripture and other sacred texts by contemporary Friends. Rachel Gartner coordinated lunches for Jewish students, exploring a range of topics. Trayce Peterson supervised an independent study exploring writings of and about activists basing their work in some form of spirituality.

**Goal #3: Attract, enroll and retain a larger percentage of students of divergent backgrounds from the US and abroad.**

## **-- Student Development**

### **Progress and Changes in 2006-2007**

- Arranged the housing selection process so students will be able to remain in communities where they are growing and developing.
- Increased the number of international students that compete on varsity athletic teams.
- Intentionally hired a diverse group of work-study students.
- Faithfully adhered to Bonner Program diversity guidelines.
- Invited international students to join the Bonner Scholars Program.
- Advertised and encouraged attendance at more regional multicultural job fairs.
- Continued to work with staff and students to better understand the issues of diversity that operate in the residence halls.
- Continued to work closely with admissions to enroll a larger number of ethnic minority and international student athletes
- Continued to address the academic needs of minority student athletes

### **Goals/Plans for 2007-2008**

- Continue to recruit a diverse group of Resident Assistants, for diverse student leadership on campus.
- While renovating residence halls consider the different styles of community our students bring with them.
- Continue to deepen relationships with traditional student of color groups on campus.
- Development of local, paying internships in order to attract underrepresented student populations.
- Sponsor community forum looking at issues of race and education in Richmond/Wayne County.
- More intentional use of “Lucy Booth” traveling Service Learning & Career Development Center (SLCDC) office in an effort to connect with underrepresented populations.

### **Challenges for 2007-2008**

- Attracting more underrepresented student populations to Service Learning and Career Development Center (SLCDC) activities.
- Increasing the number of ethnic minority and international students in all athletic teams.
- Increasing the number of students of color in college leadership positions.

### **Goal #3: Attract, enroll and retain a larger percentage of students of divergent backgrounds from the US and abroad**

#### **-- Admissions**

#### **Progress and Changes in 2006-2007**

- Application pool of multicultural students remained strong for Fall, 2007
- Continued increased selectivity of multicultural applicants
- International students stayed consistent at 12% for Fall, 2006
- Continued effort to effect further geographical diversity of US multicultural students. Forty-six percent of African-American students came from outside Indiana.
- Effected increased results from the project for focused multicultural recruitment in Chicago, Indianapolis, Philadelphia, New York City, and Detroit
- The few financial aid packages uncapped for Earlham aid went solely to multicultural students
- Continued the financial commitment to international students, but capped the number.
- Continued aggressive application fee waiver program for multicultural students
- Provided travel subsidies to multicultural students visiting campus and increased the number served.
- Enrolled eighteen students for the second straight year through the agreement with the Davis Foundation that provides Earlham with funds to assist the financial aid awards for international students from United World Colleges
- Continued involvement with the National Hispanic Institute and agencies serving Hispanic and African American students in Chicago
- Continued sponsorship of booth at Indiana Black Expo for connections with alumni and referral sources
- Represented Earlham at the U.S. Hispanic Leadership Institute in Chicago
- Conducted Hispanic student college fairs in Colorado, Texas, and Chicago
- Visited nine of thirteen states with multicultural populations exceeding 25% of the population and visited 39 of the 54 markets in those states
- Involved faculty members in multicultural recruitment
- Developed and executed an African American student letter initiative to prospective students
- Joined the Venture Scholars Program for access to multicultural students interested in math and science related programs
- Multicultural receptions and interview sessions held off campus
- Continued success with new business reply card with ethnicity designations
- Monitored high schools visited by admissions counselors to determine the ethnic breakdown
- Worked closely with the Indiana Latino Institute, conducting college fairs in Central Indiana
- Gospel Revelations tour of the East Coast
- Increased activity to enroll multicultural EAC students
- Hired new associate dean of admissions/director of multicultural recruitment
- Current student contact with applicants and admitted students
- Receptions at Cunningham Cultural Center for admitted students

- Admissions & Financial Aid Advisory Committee reviewed multicultural recruitment and outcomes.
- Continued work with AAAB and AAAS and institutional advancement for scholarships for African American students

### **Goals/Plans for 2007-08**

- Recruit a more curricular and extracurricular representative pool of multicultural students.
- Develop an admissions ambassador multicultural program with current students
- Increase receptions and off campus interviews for multicultural students
- Continue with NHI fairs (Colorado, Texas & Chicago)
- Continue outreach to African American churches
- Continue building relationships and programming with the U.S. Hispanic Leadership Institute and the Indiana Latino Institute
- Continue leveraging our presence at Black Expo
- Develop a AAAB letter campaign to admitted students
- Develop a relationship with the Center for Leadership Development in Indianapolis
- Leverage the Gospel Revelations DVD initiative
- Consider multicultural alumni referral project
- Create a program of EAC outreach and scholarships for multicultural students

### **Challenges for 2007-2008**

- Percentage of fall, 2006 U.S. multicultural students declined from 16% to 12% due to leadership transition
- Convincing urban multicultural students to choose Earlham College
- Remaining financially feasible for students with high need
- Attempting to enroll multicultural students in an uneven environment of merit aid
- Developing new scholarships
- Encumbering adequate resources for programming activities and events

**Goal #4: Recruit, hire, and retain an increased number of faculty and staff who reflect a world that is itself diverse and multi-faceted**

**-- Academic Dean**

**Progress and Changes in 2006-2007**

- Filled 2 tenure-track positions with women (PAGS and Spanish)
- Filled 2 tenure-track positions with international/minority faculty (Math and Spanish)

**Goals/Plans for 2007-2008**

- Conduct tenure-track searches with special Affirmative Action efforts
- Devote time/attention to faculty retention – e.g. FISC continuing annual program of contact with/party for targeted cohorts.
- Develop strong partnership between Academic Dean and the new Associate Dean for Diversity
- Appoint a new Affirmative Action Officer to replace Shenita Piper.

**Goal #4: Recruit, hire and retain an increased number of faculty and staff who reflect a world that is itself diverse and multifaceted.**

**-- Human Resources**

### **Progress and Changes in 2006 – 2007**

- The Fall 2006 Staff Retreat topic was about the “internationalization” of Earlham (International Programs Office, international students, why off campus study and exposure to different cultures is important to Earlham, etc.)

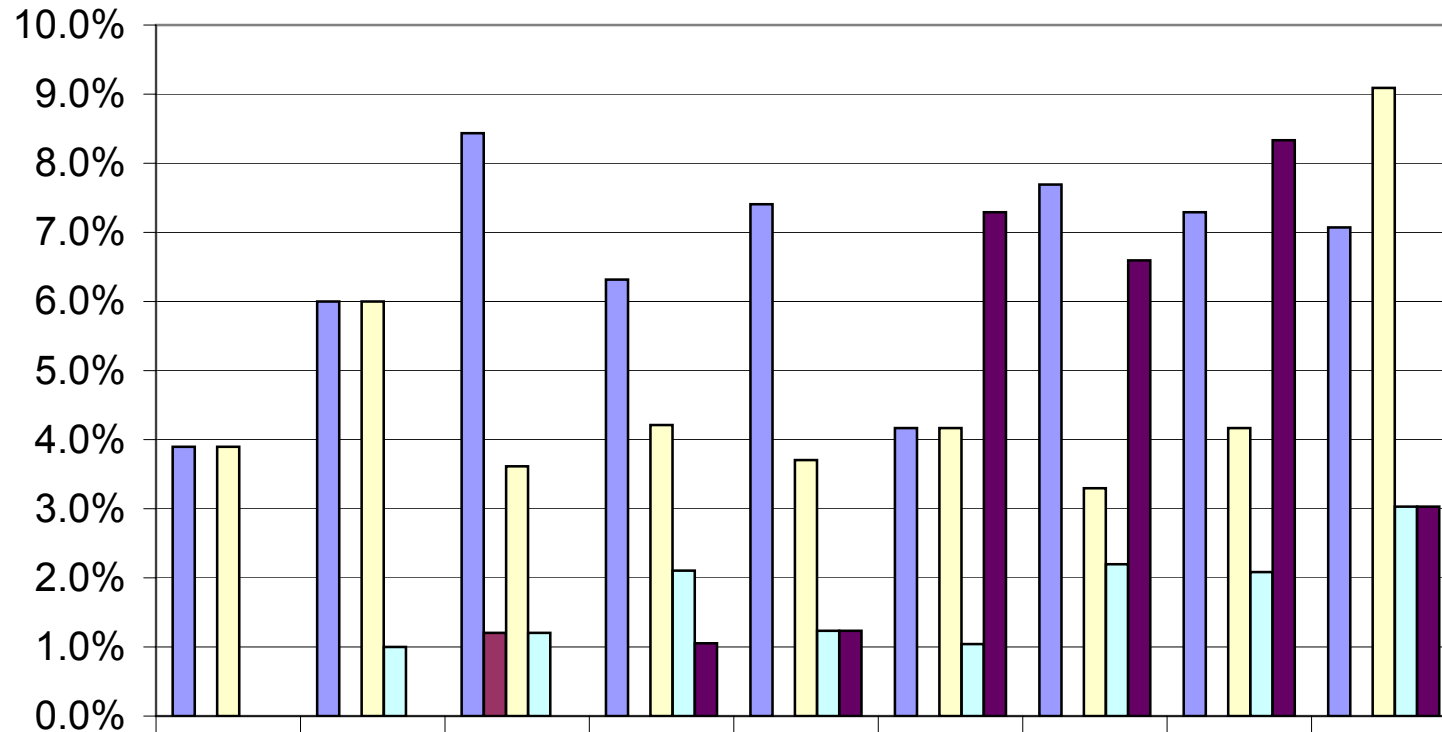
### **Goals/Plans for 2007-2008**

- Initiating a review of the performance appraisal form/process for staff.
- Early planning for diversity training programs for staff.
- New supervisor training.

### **Challenges for 2007-2008**

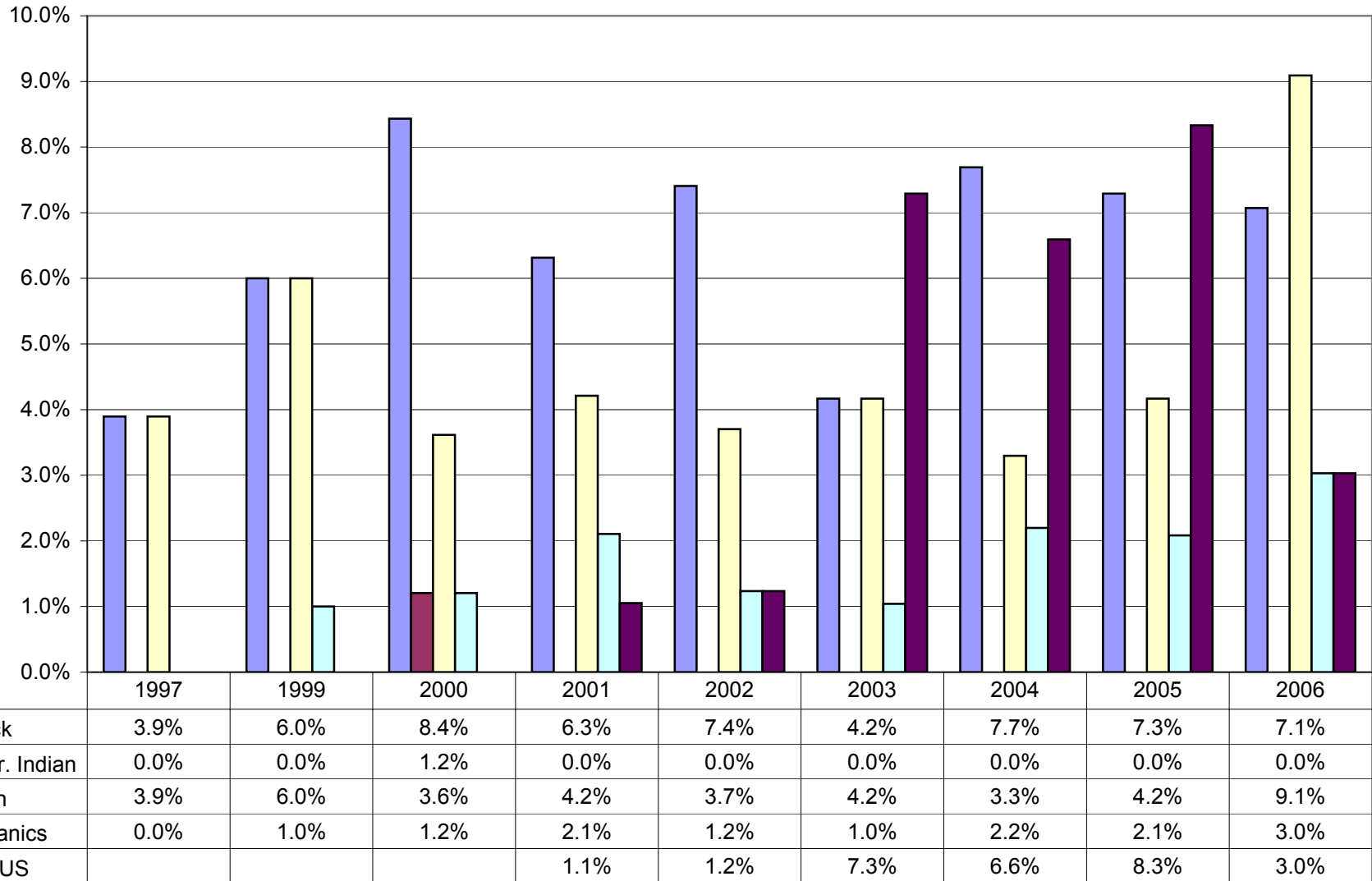
- Need to improve our Brio report-writing skills in order to access, compare and verify the Affirmative Action data in Banner, with that in the payroll system. ECS’s priorities have been in other areas, so we await the opportunity to continue this training.
- Look at feasibility of a human resources data base.
- Employee turnover in the Business Office delayed initiation of a review of the performance appraisal form/process for staff and early planning for diversity training programs for staff

### Teaching Faculty - Whites Excluded

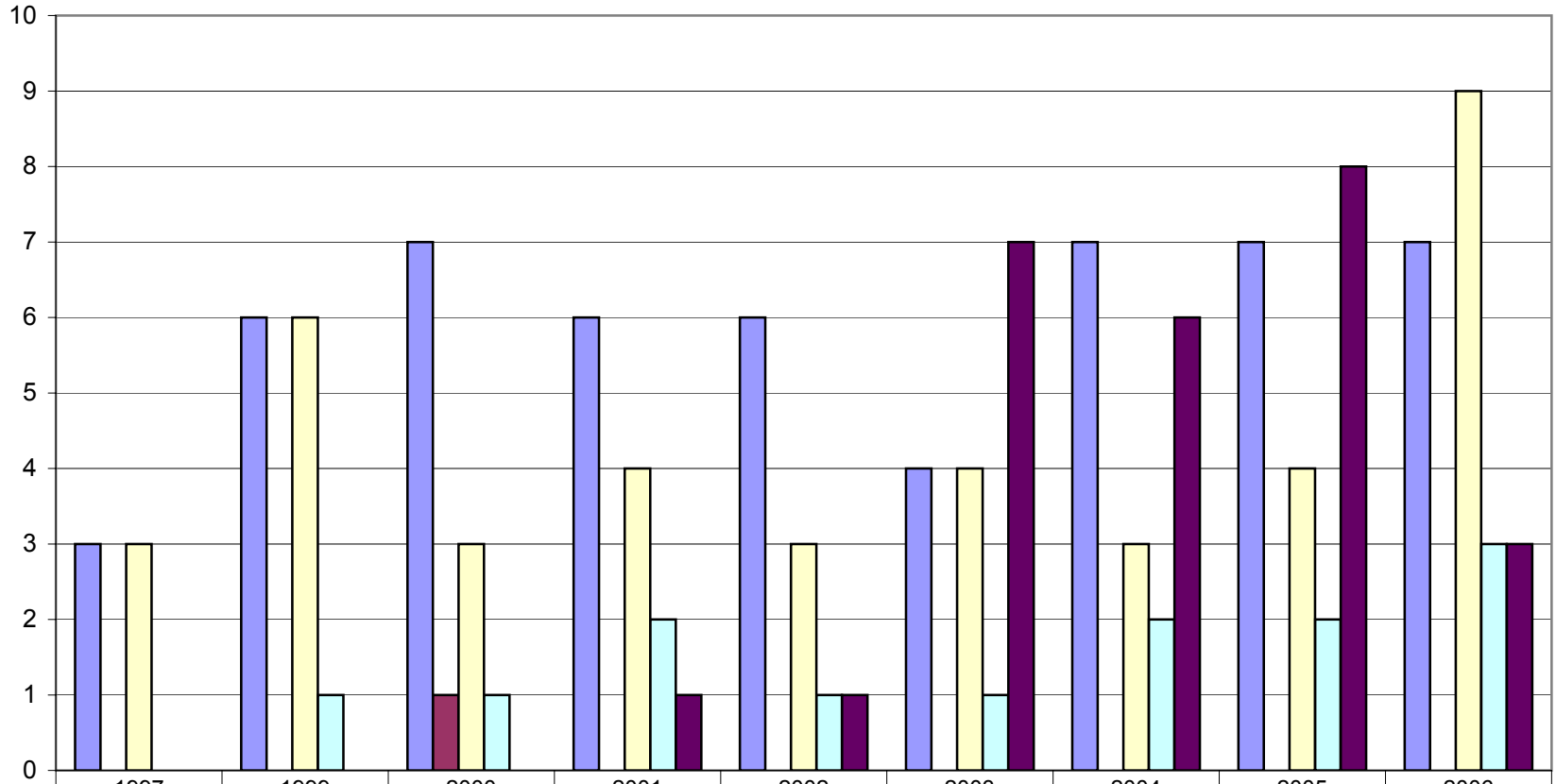


Black	3.9%	6.0%	8.4%	6.3%	7.4%	4.2%	7.7%	7.3%	7.1%
Amer. Indian	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	3.9%	6.0%	3.6%	4.2%	3.7%	4.2%	3.3%	4.2%	9.1%
Hispanics	0.0%	1.0%	1.2%	2.1%	1.2%	1.0%	2.2%	2.1%	3.0%
Non US				1.1%	1.2%	7.3%	6.6%	8.3%	3.0%

### Percentage of Minority Teaching Appointments

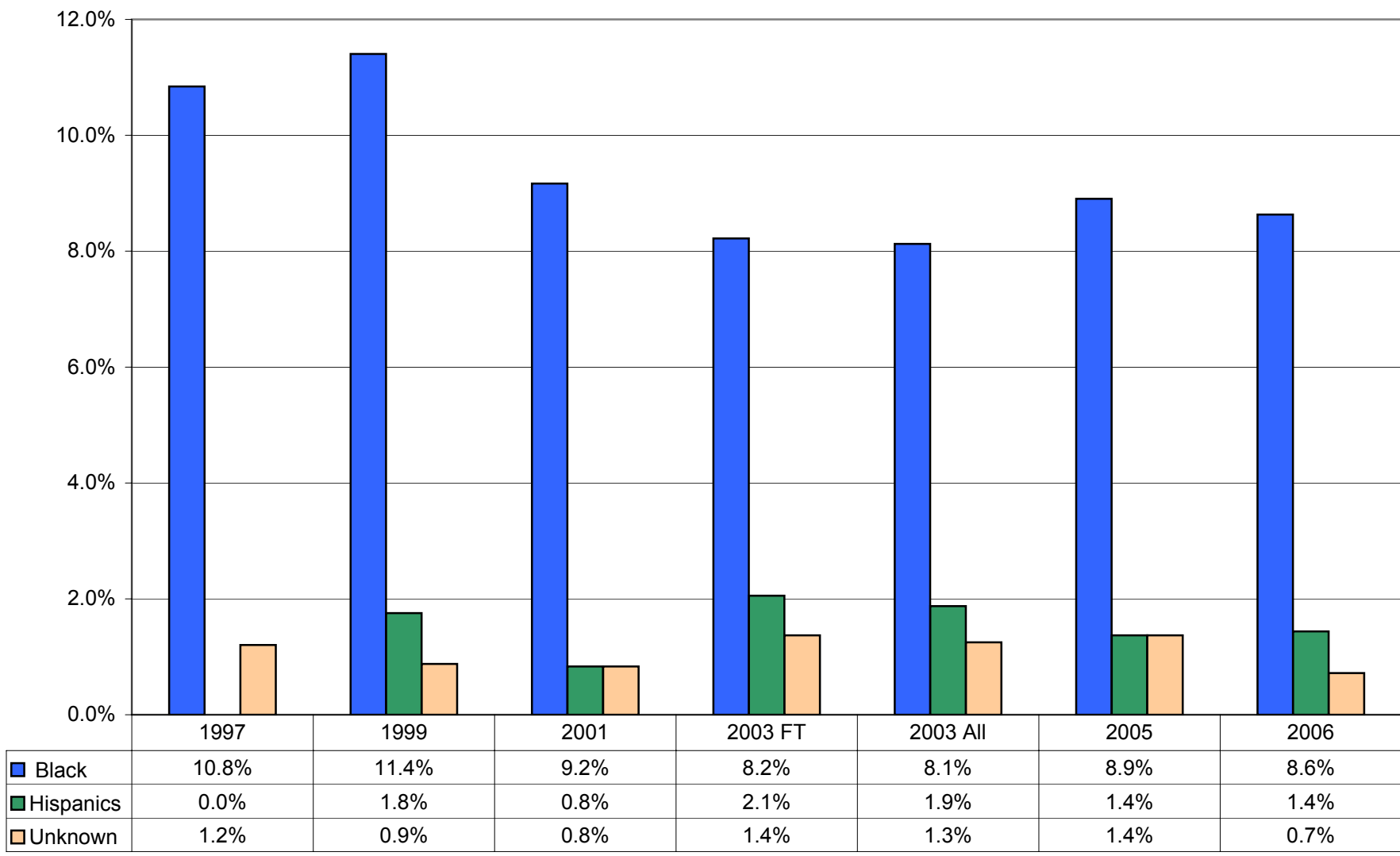


### Number of Minority Teaching Appointments

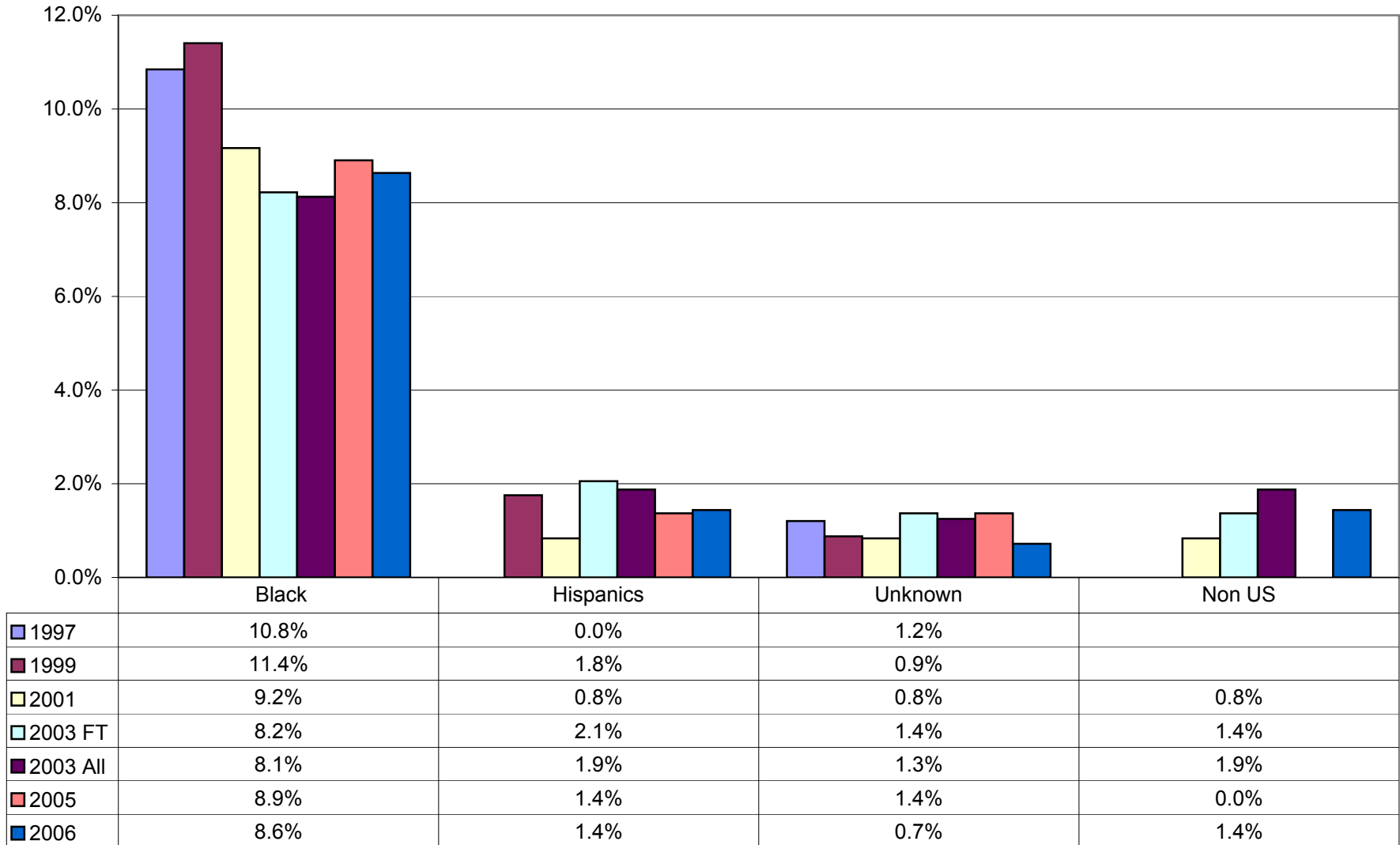


	1997	1999	2000	2001	2002	2003	2004	2005	2006
Black	3	6	7	6	6	4	7	7	7
Amer. Indian	0	0	1	0	0	0	0	0	0
Asian	3	6	3	4	3	4	3	4	9
Hispanics	0	1	1	2	1	1	2	2	3
Non US				1	1	7	6	8	3

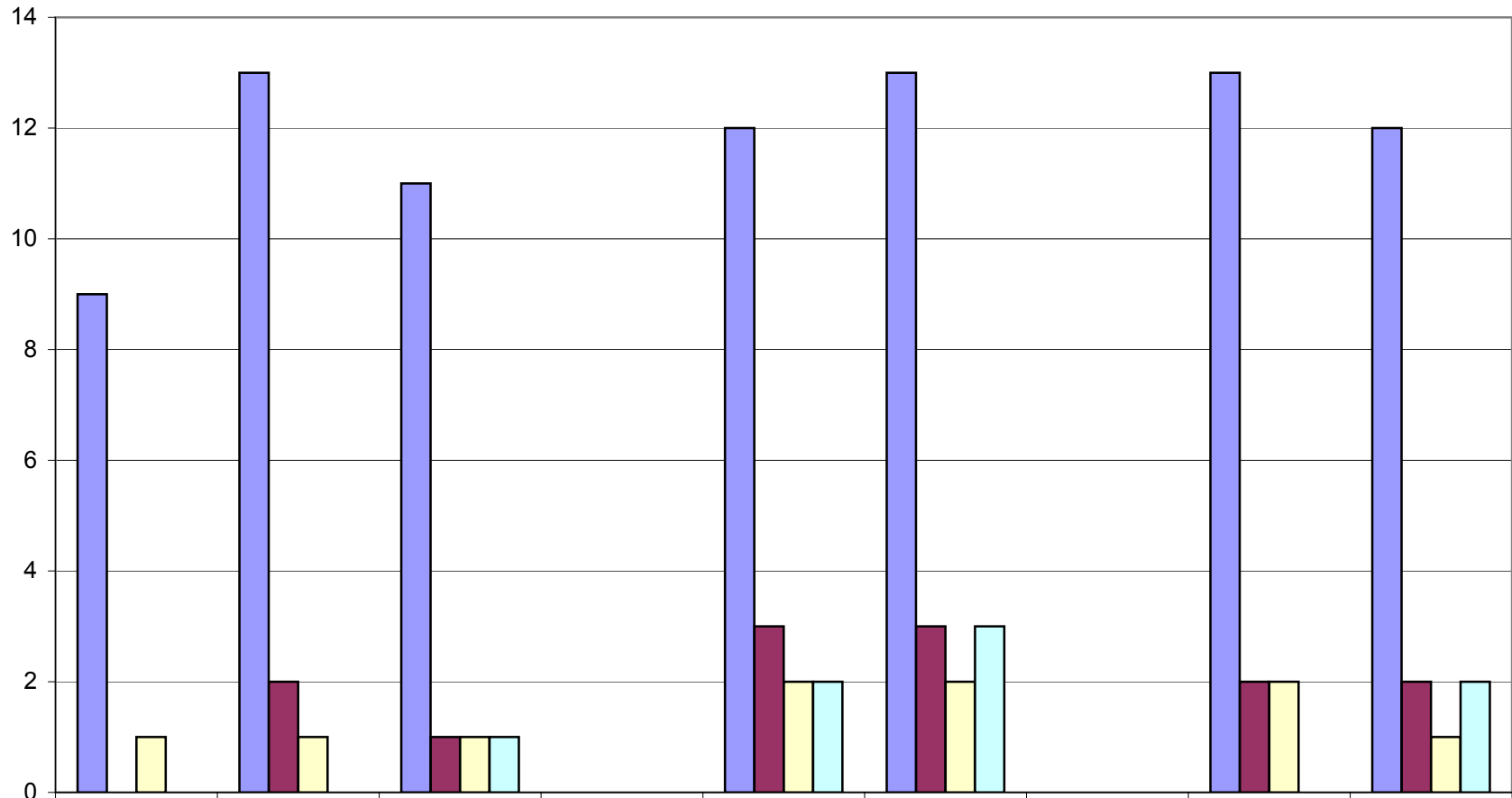
### Administrative Faculty Ethnicity - Whites Excluded



### Percentage of Minority Administrative Appointments

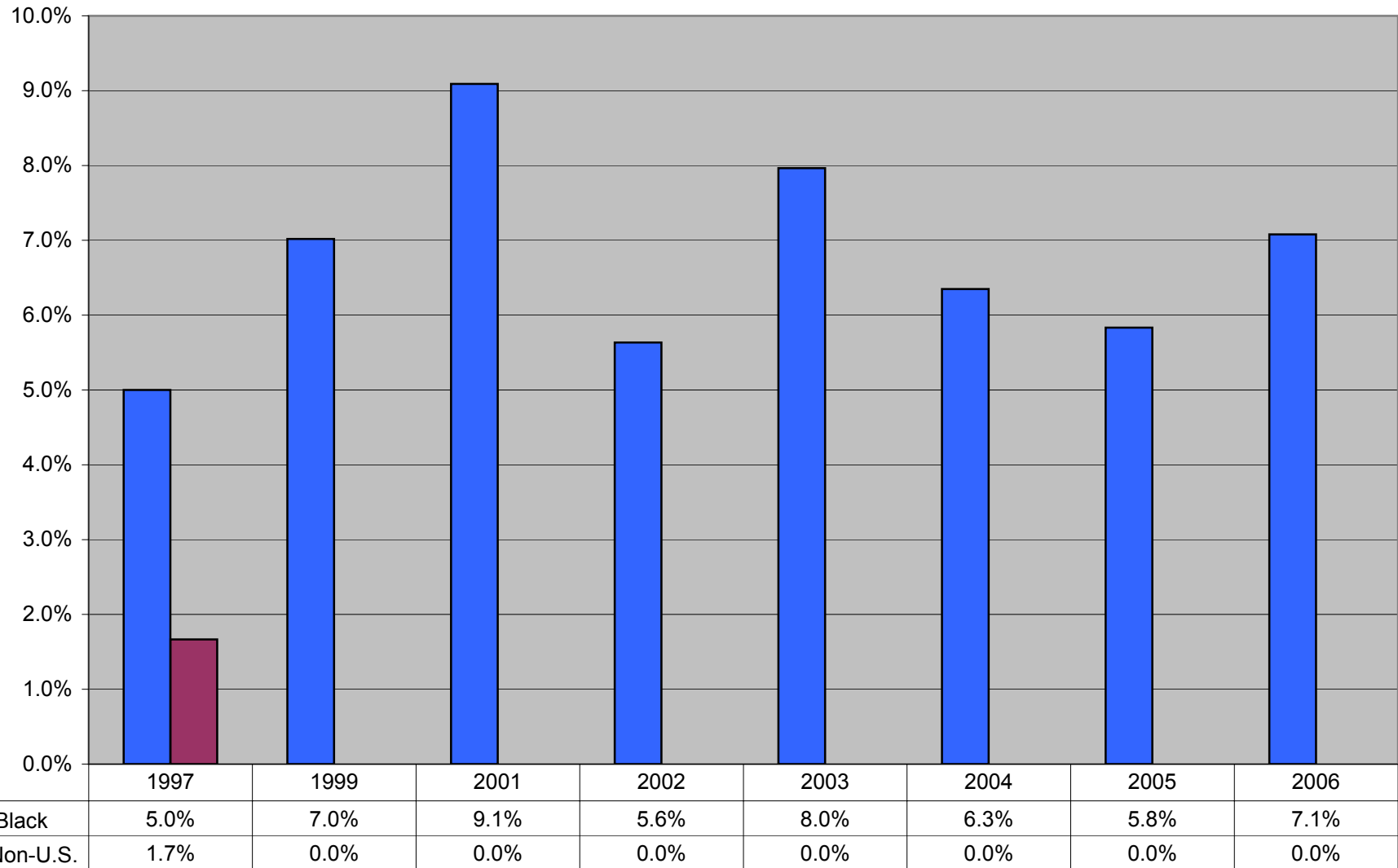


### Number of Minority Administrative Appointments

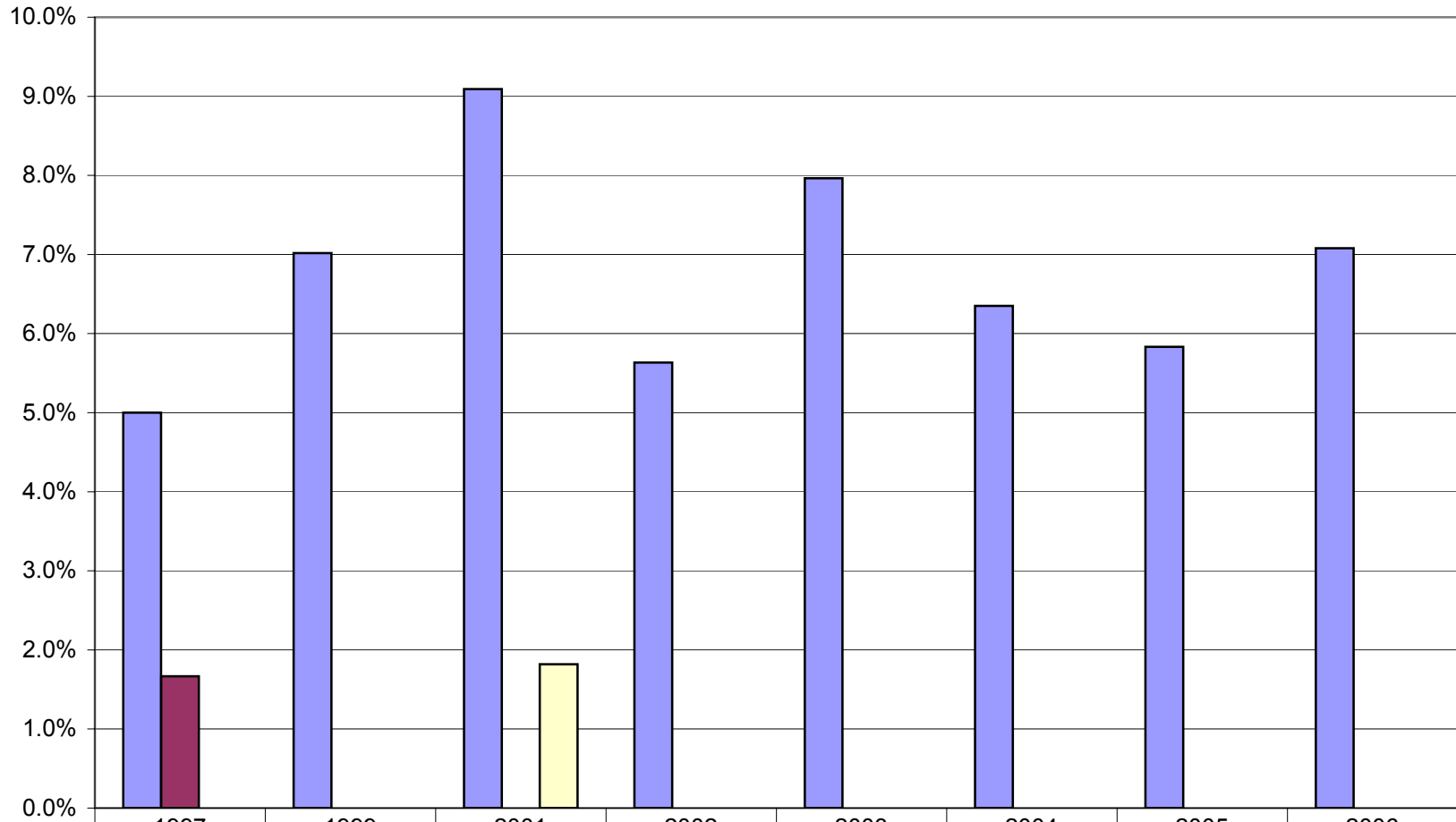


	1997	1999	2001	2002	2003 FT	2003 All	2004	2005	2006
Black	9	13	11		12	13		13	12
Hispanics	0	2	1		3	3		2	2
Unknown	1	1	1		2	2		2	1
Non US			1		2	3			2

### Staff Ethnicity - Whites Excluded

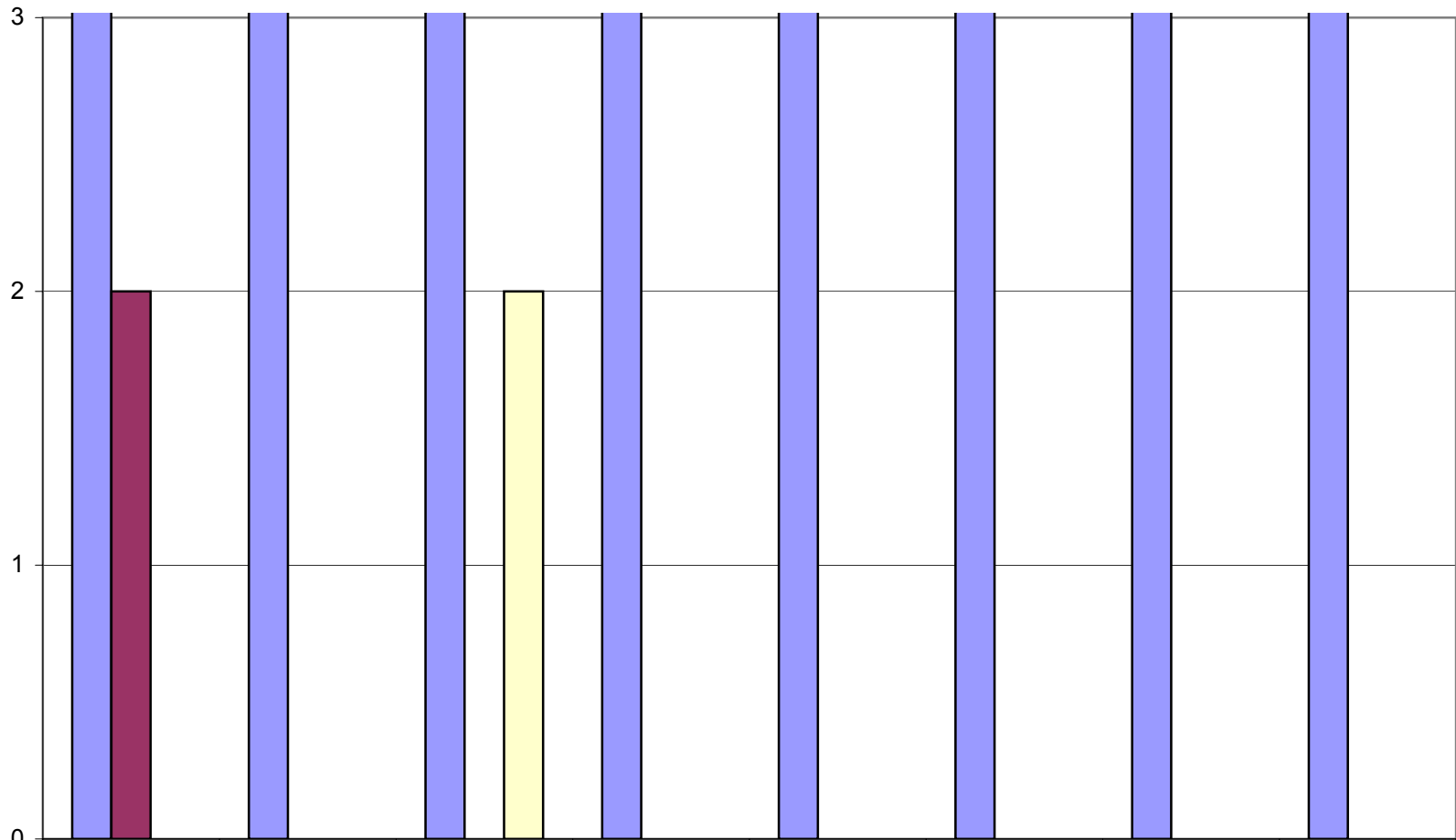


### Percentage of Minority Staff Appointments



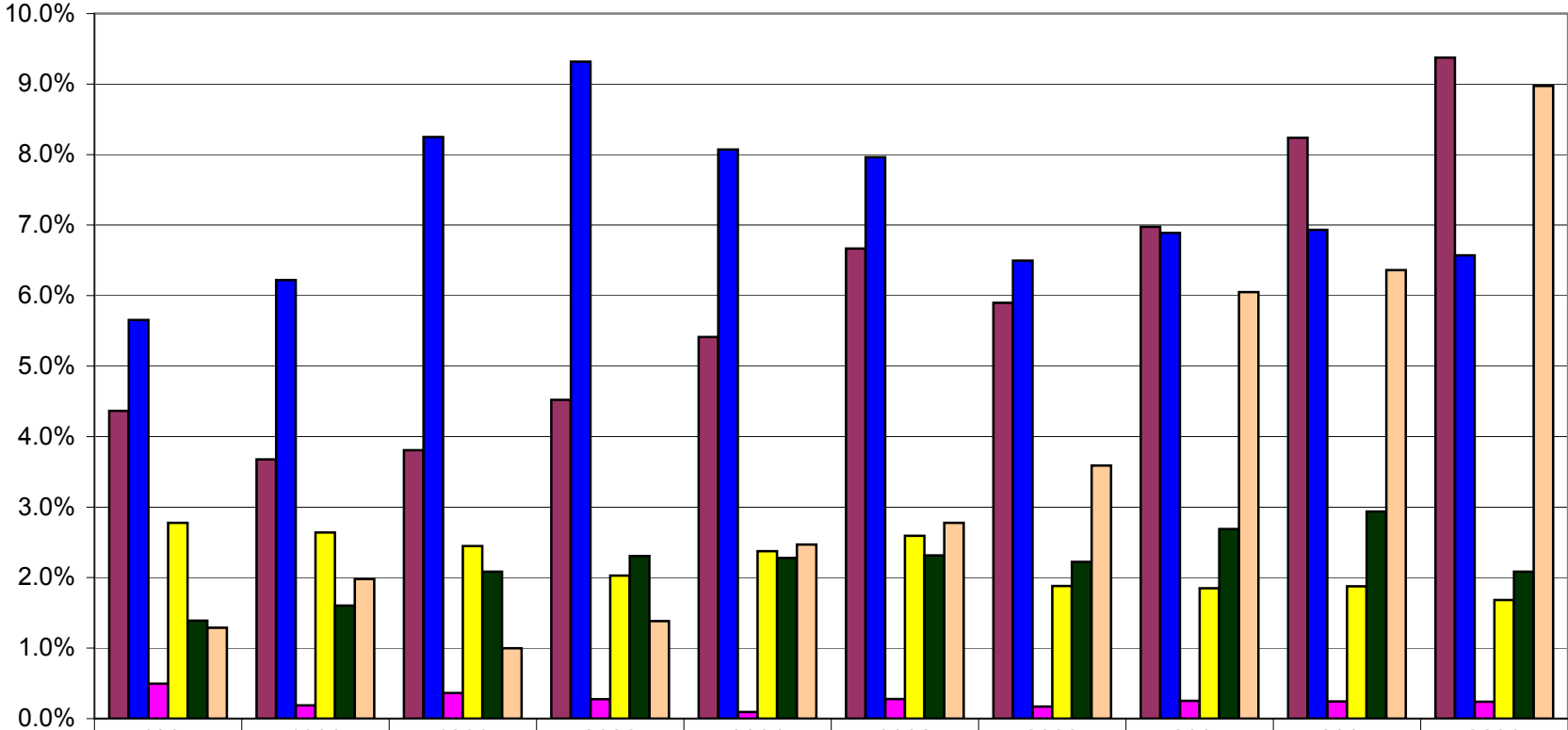
	1997	1999	2001	2002	2003	2004	2005	2006
Black	5.0%	7.0%	9.1%	5.6%	8.0%	6.3%	5.8%	7.1%
Non-U.S.	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian			1.8%	0.0%	0.0%	0.0%	0.0%	0.0%

### Number of Minority Staff Appointments



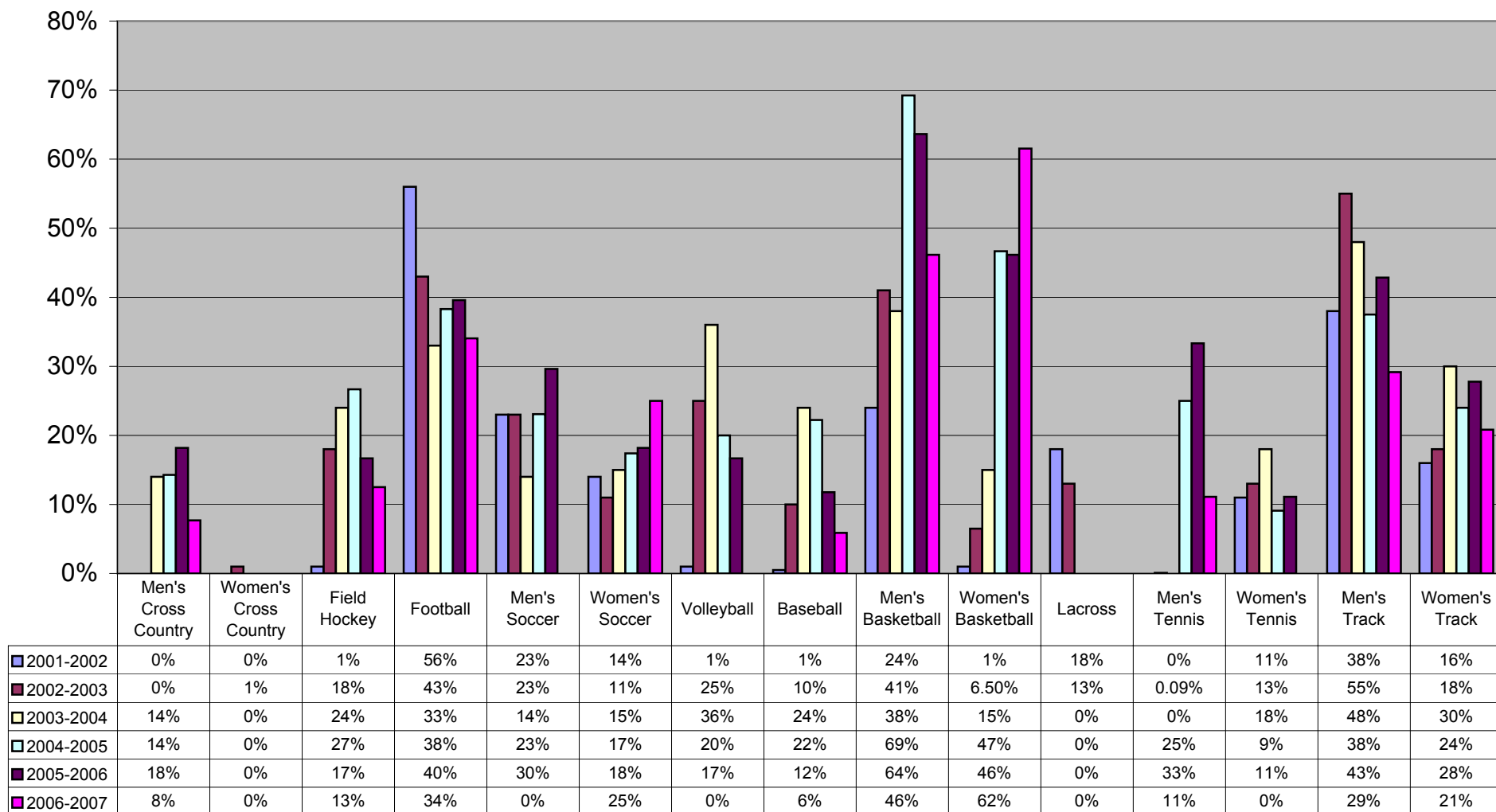
	1997	1999	2001	2002	2003	2004	2005	2006
Black	6	8	10	8	9	8	7	8
Non-U.S.	2	0	0	0	0	0	0	0
American Indian			2	0	0	0	0	0

### Ethnicity of Students - Whites Excluded

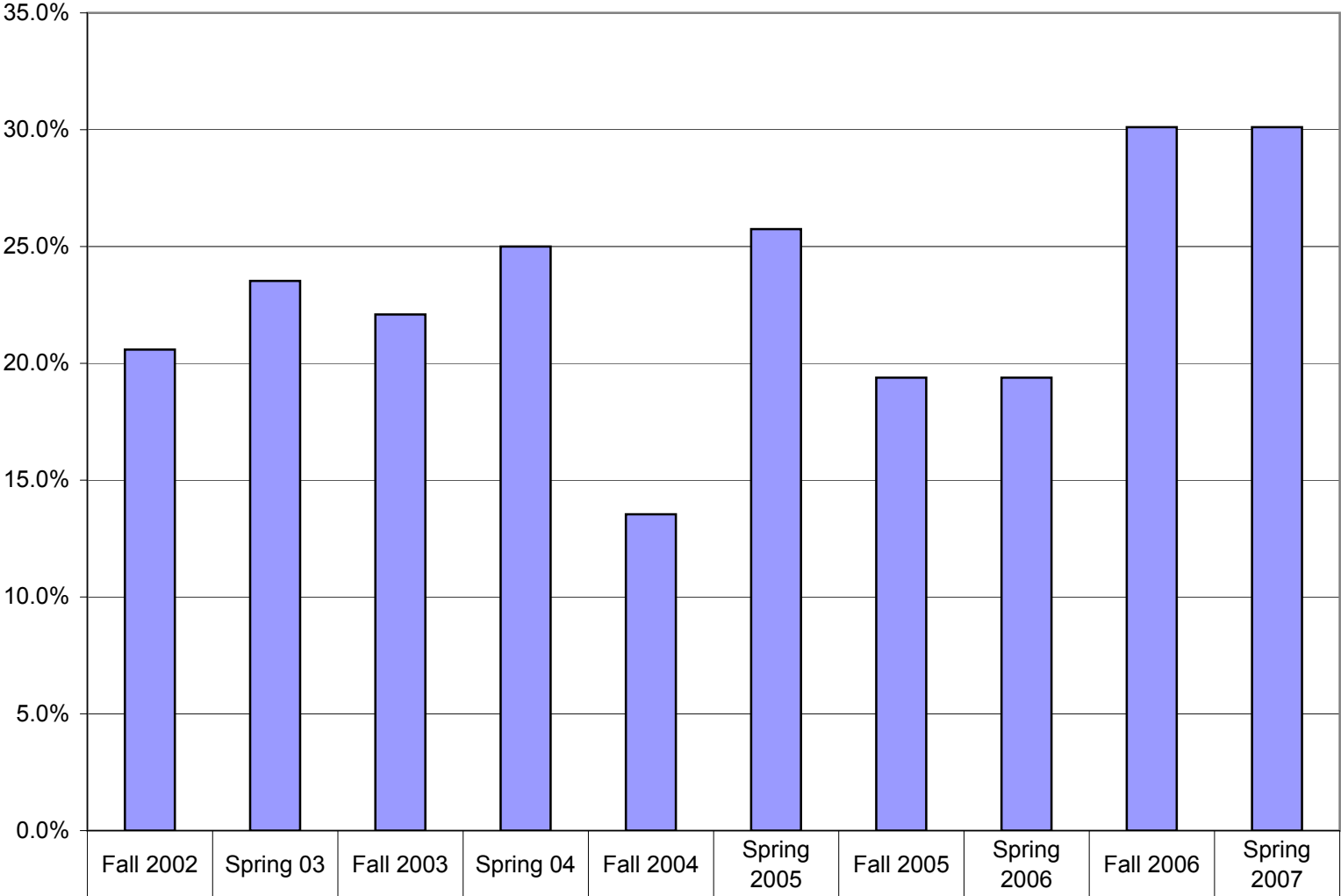


	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Non-U.S.	4.4%	3.7%	3.8%	4.5%	5.4%	6.7%	5.9%	7.0%	8.2%	9.4%
Black	5.7%	6.2%	8.3%	9.3%	8.1%	8.0%	6.5%	6.9%	6.9%	6.6%
Amer. Indian	0.5%	0.2%	0.4%	0.3%	0.1%	0.3%	0.2%	0.3%	0.2%	0.2%
Asian	2.8%	2.6%	2.4%	2.0%	2.4%	2.6%	1.9%	1.8%	1.9%	1.7%
Hispanics	1.4%	1.6%	2.1%	2.3%	2.3%	2.3%	2.2%	2.7%	2.9%	2.1%
Unknown	1.3%	2.0%	1.0%	1.4%	2.5%	2.8%	3.6%	6.1%	6.4%	9.0%

## Minority Athletes

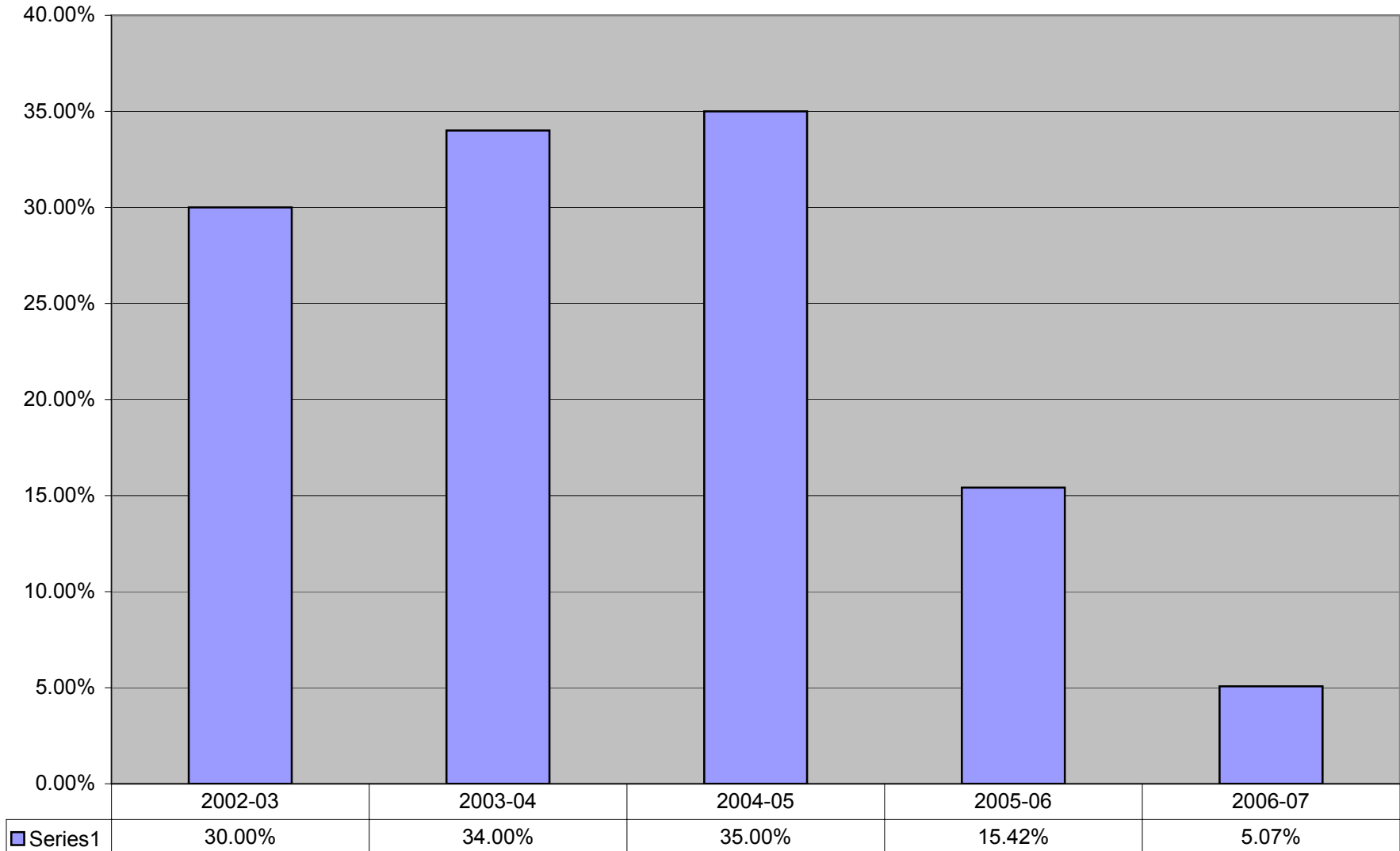


### Percentage of Minority Student Government Members

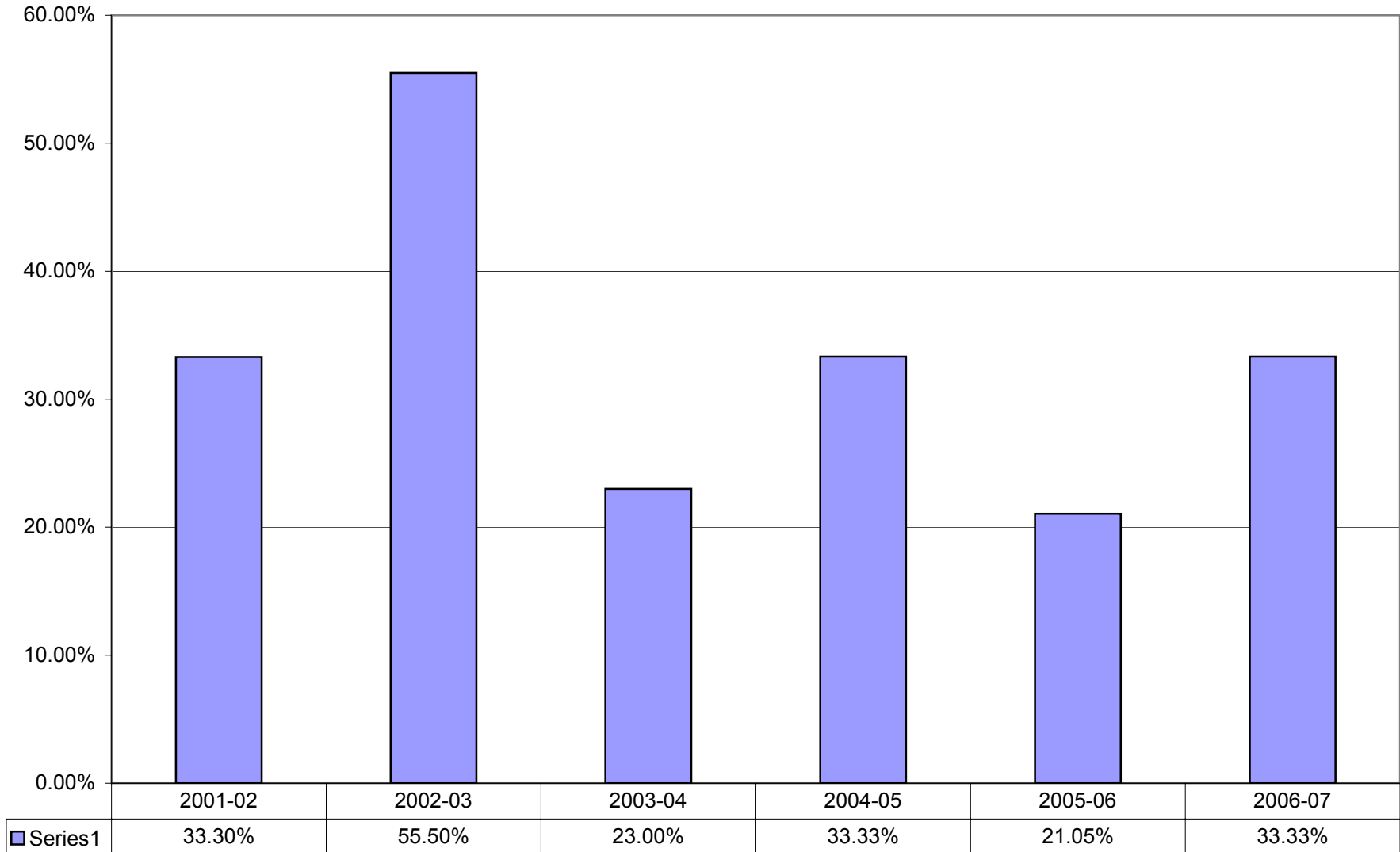


■ % of Minority Conveners

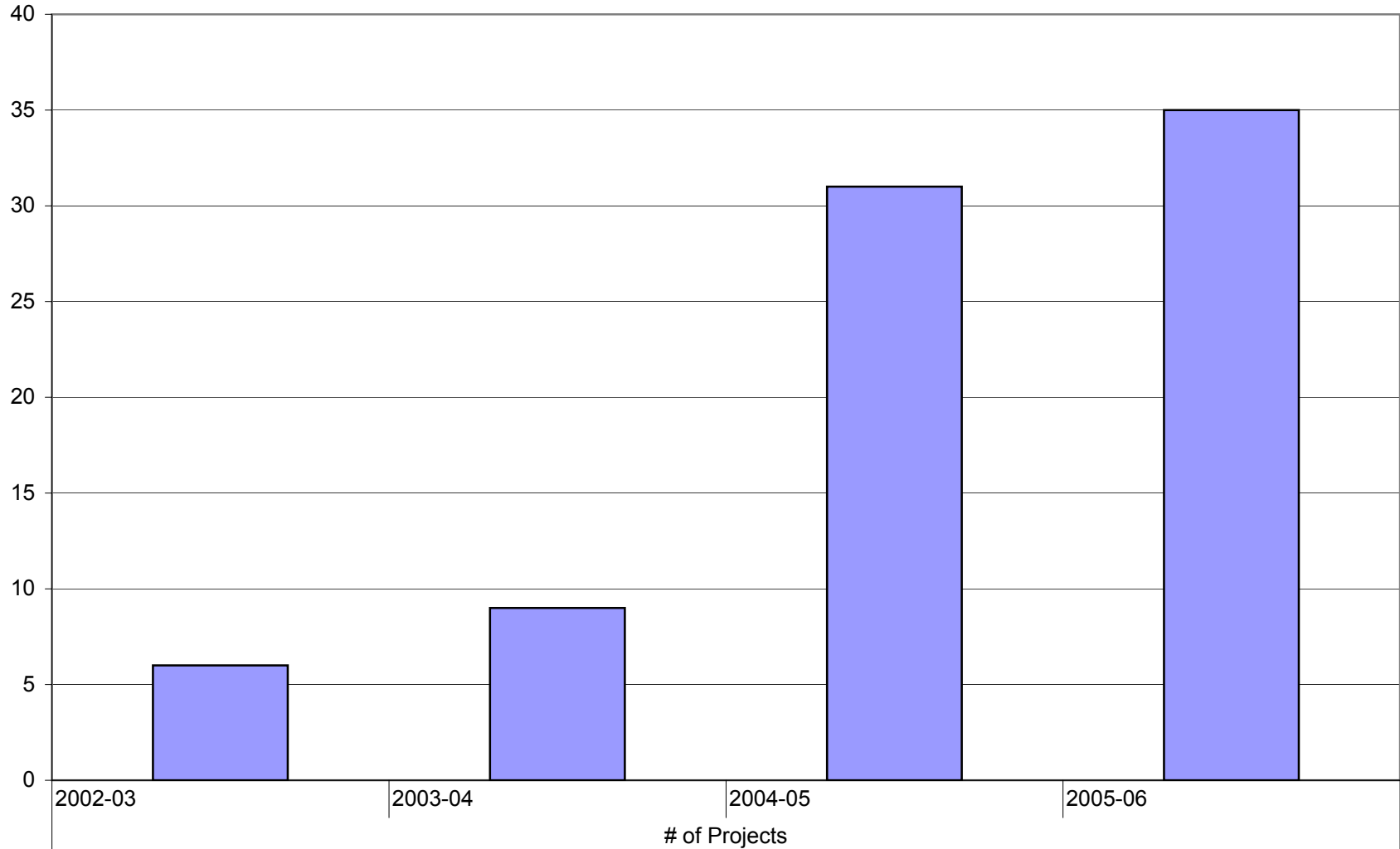
### Percentage of Multicultural / Intercultural Courses Offered



### Percentage of Diversity Ford Knight Projects

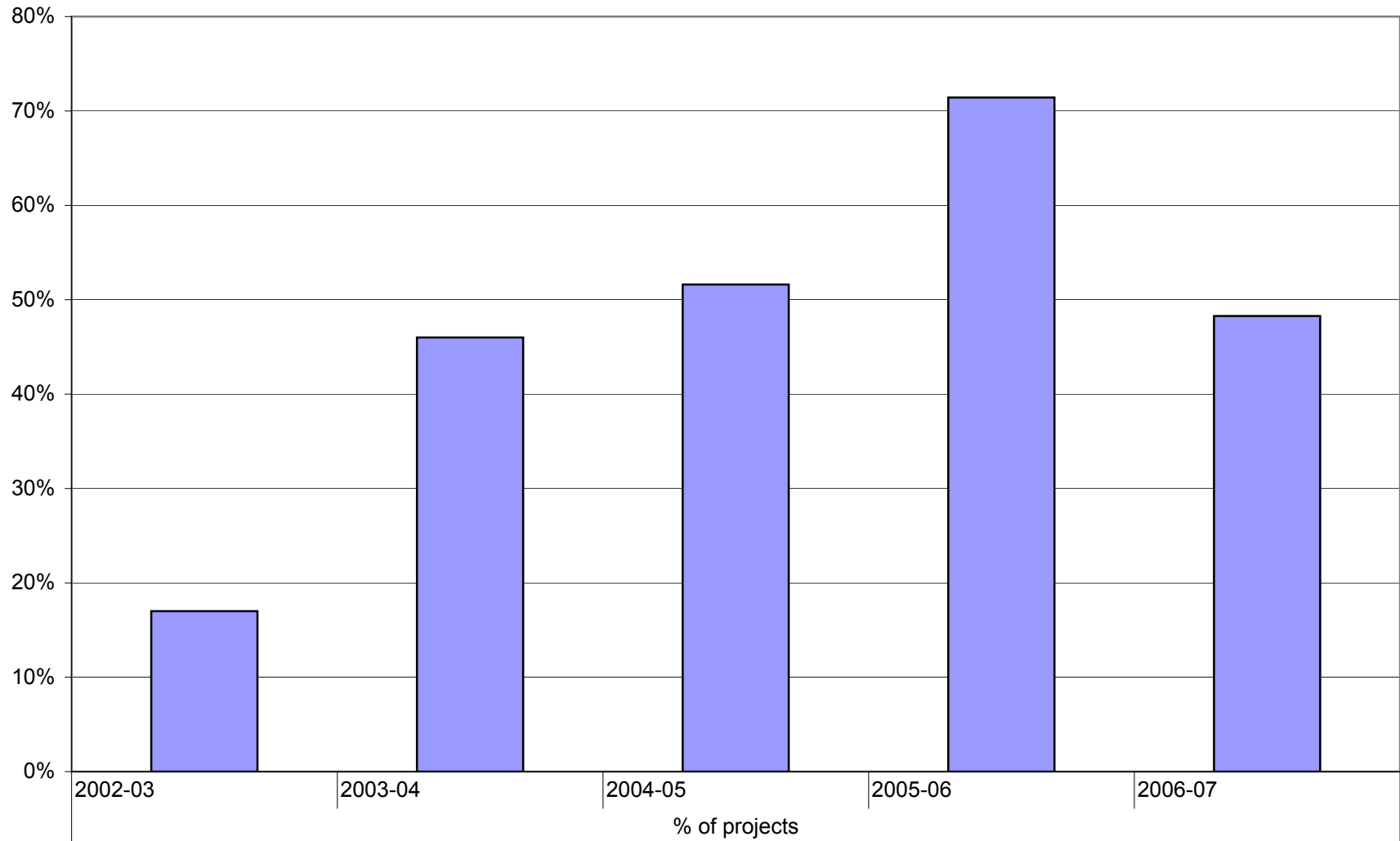


### Number of Professional Development Diversity Projects



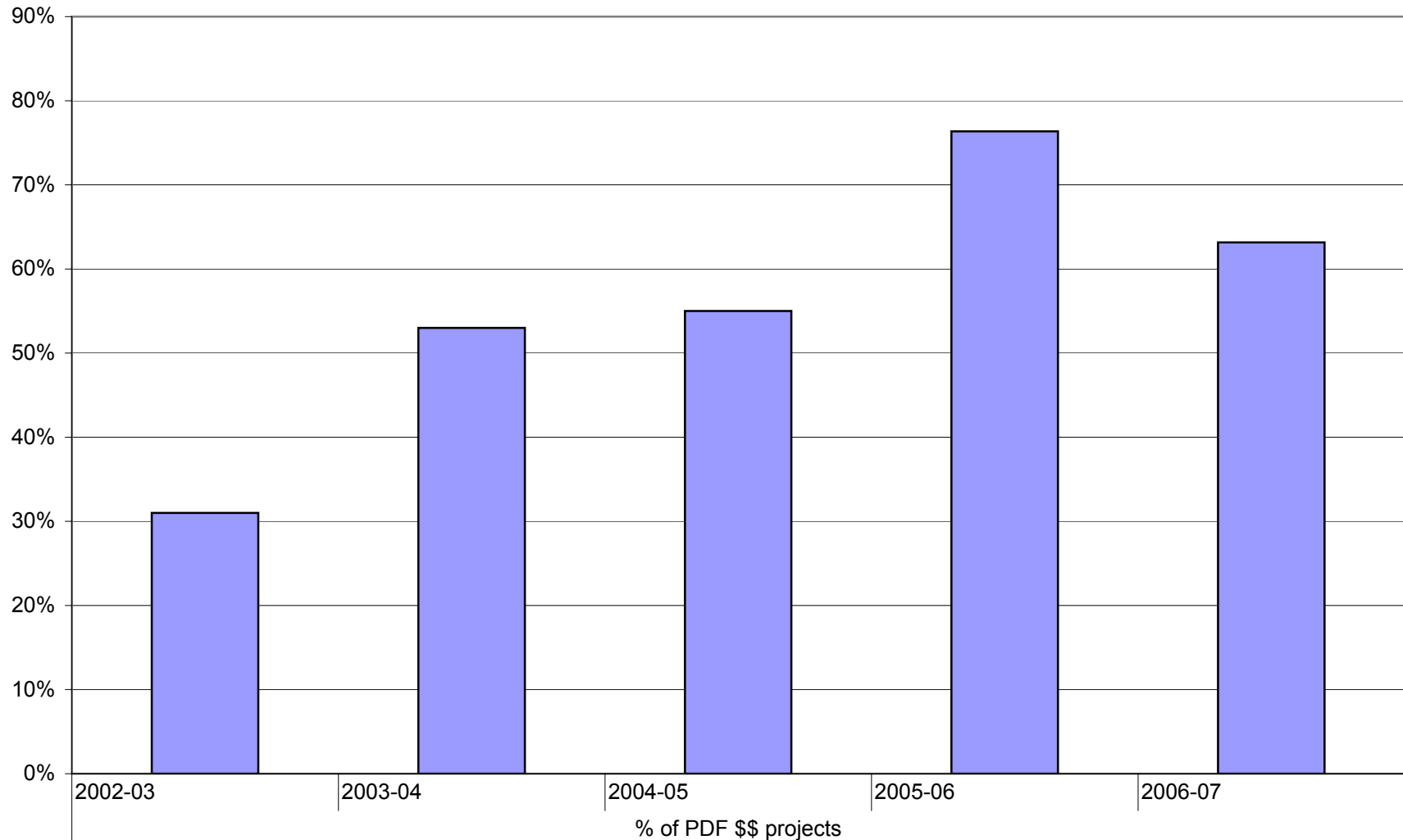
■ Series1	6	9	31	35
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### Percentage of Professional Development Diversity Projects



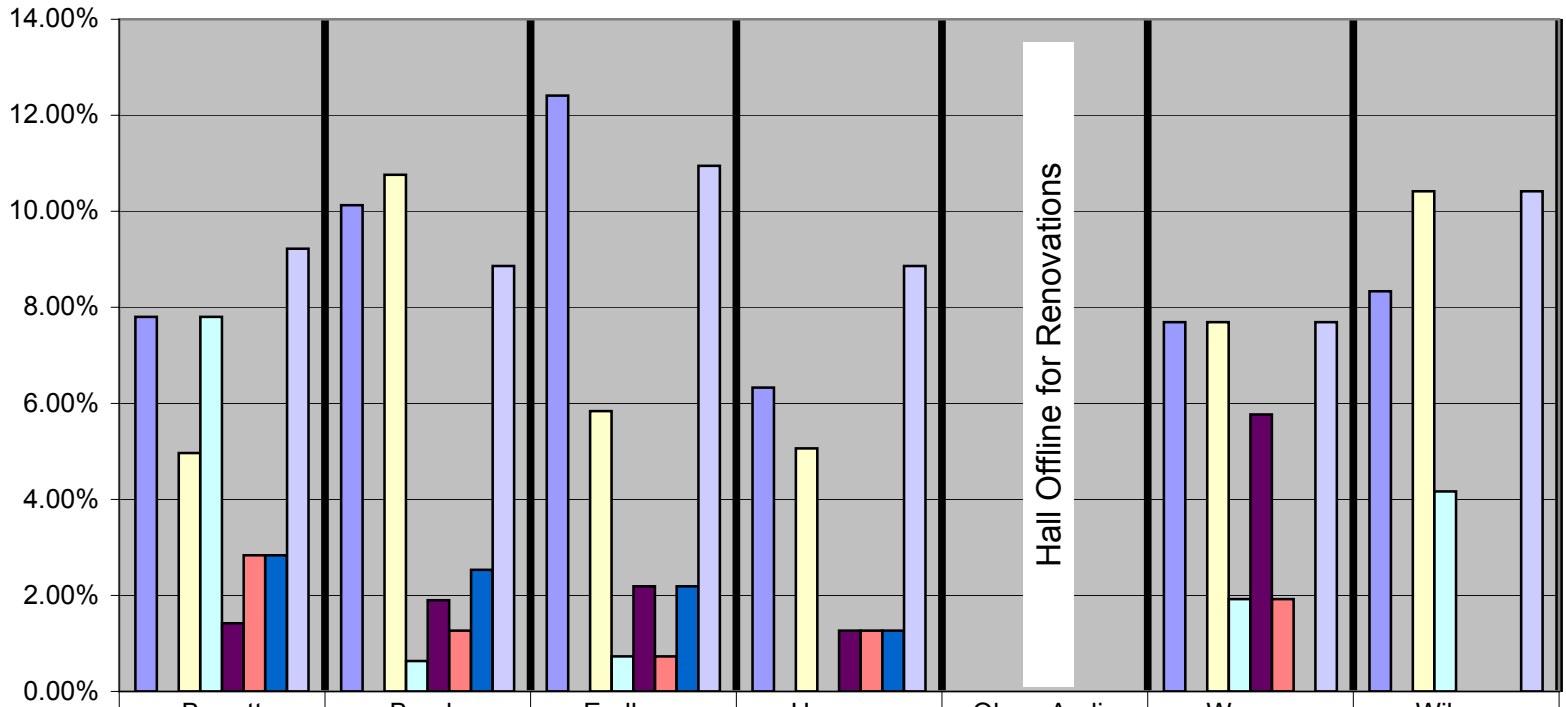
■ Series1	17%	46%	52%	71%	48%
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### Percentage of Professional Development Funded Used for Diversity Research and Projects



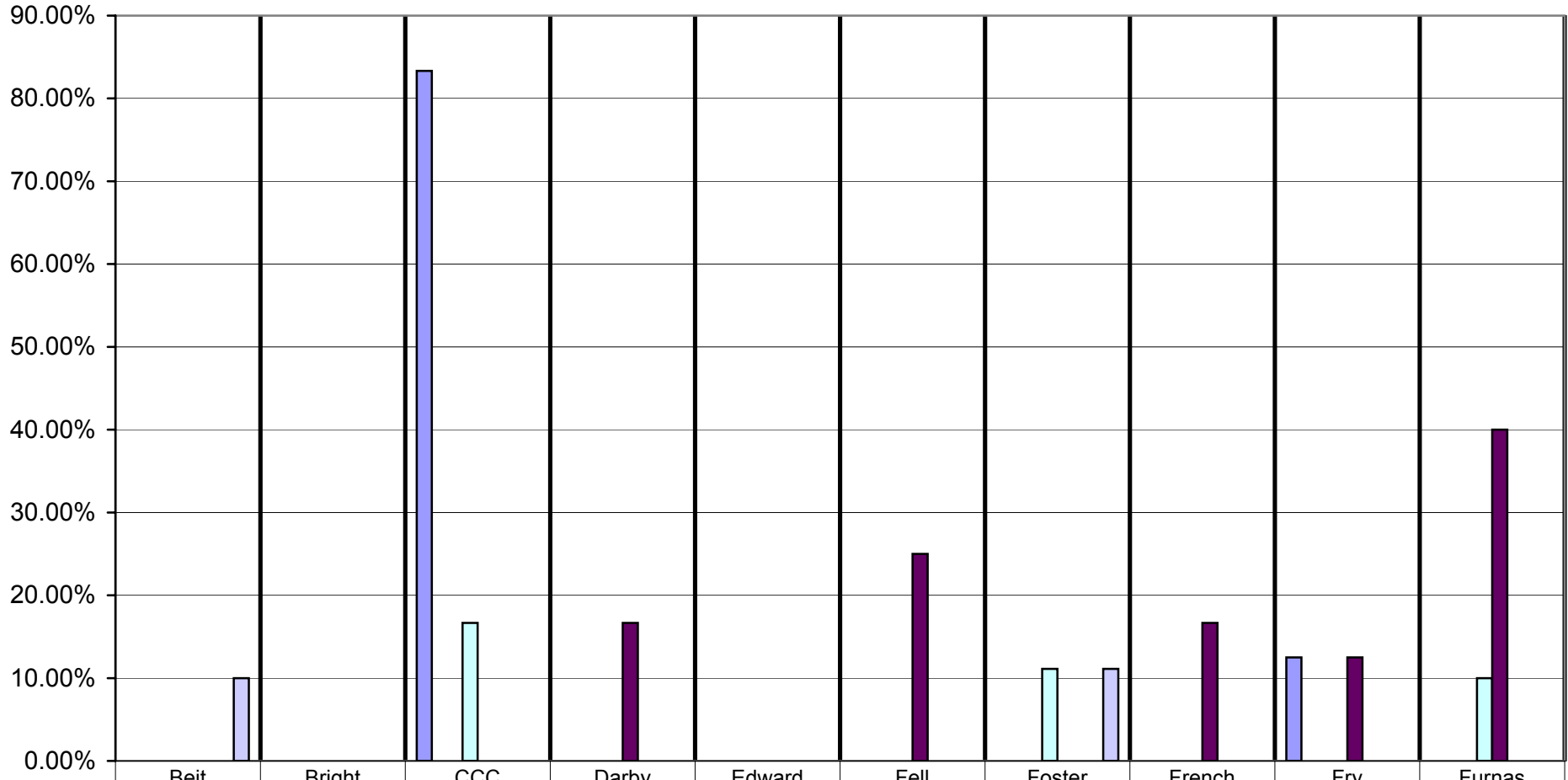
■ Series1	31%	53%	55%	76.37%	63.16%
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### Percentage of Minorities by Residence Hall Fall 2006



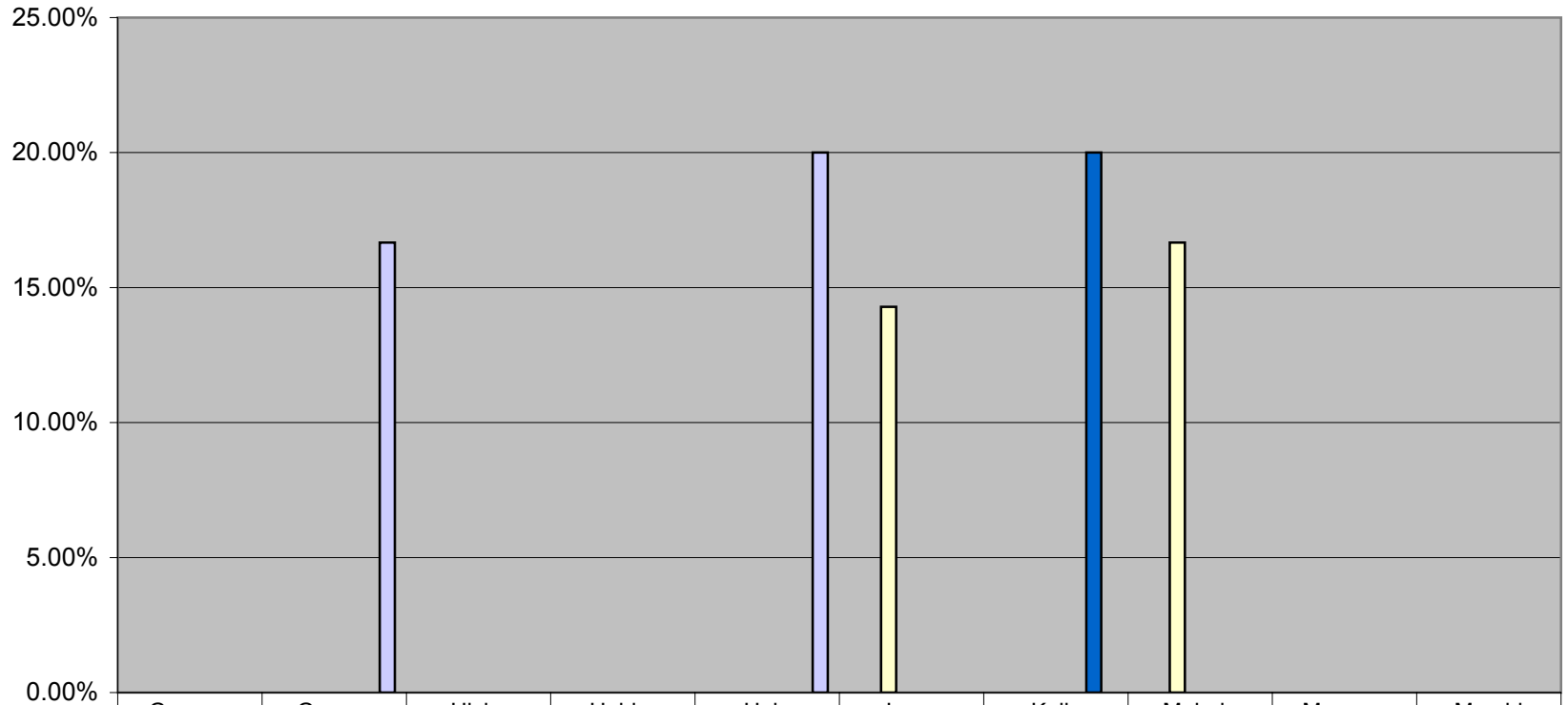
	Barrett	Bundy	Earlham	Hoerner	Olvey-Andis	Warren	Wilson
African American/Black	7.80%	10.13%	12.41%	6.33%	0.00%	7.69%	8.33%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian/ Asian Pacific	4.96%	10.76%	5.84%	5.06%	0.00%	7.69%	10.42%
Biracial	7.80%	0.63%	0.73%	0.00%	0.00%	1.92%	4.17%
Hispanic/Latino	1.42%	1.90%	2.19%	1.27%	0.00%	5.77%	0.00%
International	2.84%	1.27%	0.73%	1.27%	0.00%	1.92%	0.00%
Other	2.84%	2.53%	2.19%	1.27%	0.00%	0.00%	0.00%
Unknown	9.22%	8.86%	10.95%	8.86%	0.00%	7.69%	10.42%

Percentage of Minorities in Residence Houses - Fall 2006 (Pt.1)



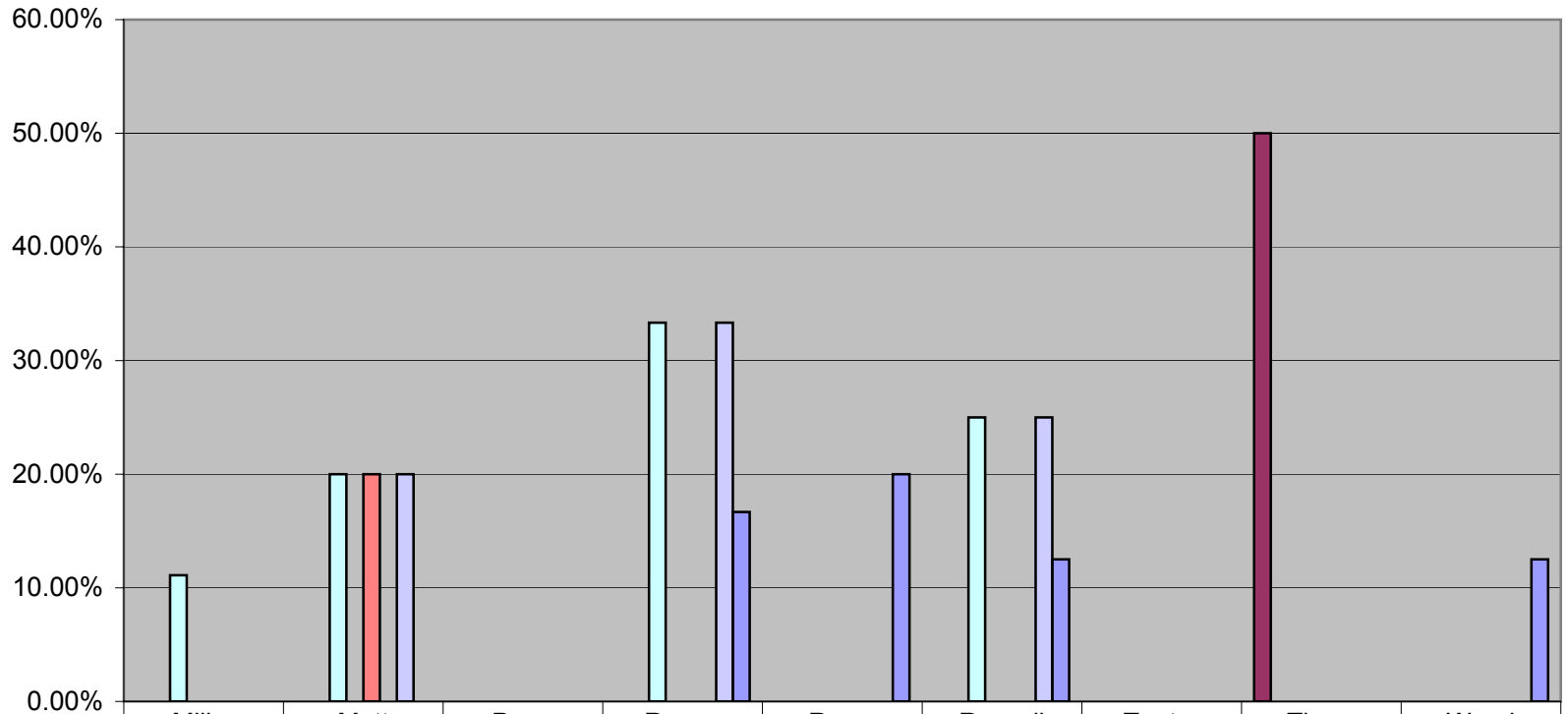
	Beit	Bright	CCC	Darby	Edward	Fell	Foster	French	Fry	Furnas
African American/Black	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian/ Asian Pacific	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Biracial	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	10.00%
Hispanic/Latino	0.00%	0.00%	0.00%	16.67%	0.00%	25.00%	0.00%	16.67%	12.50%	40.00%
International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Unknown	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%

**Percentage of Minorities by Residence House Fall 2006 (Pt.2)**



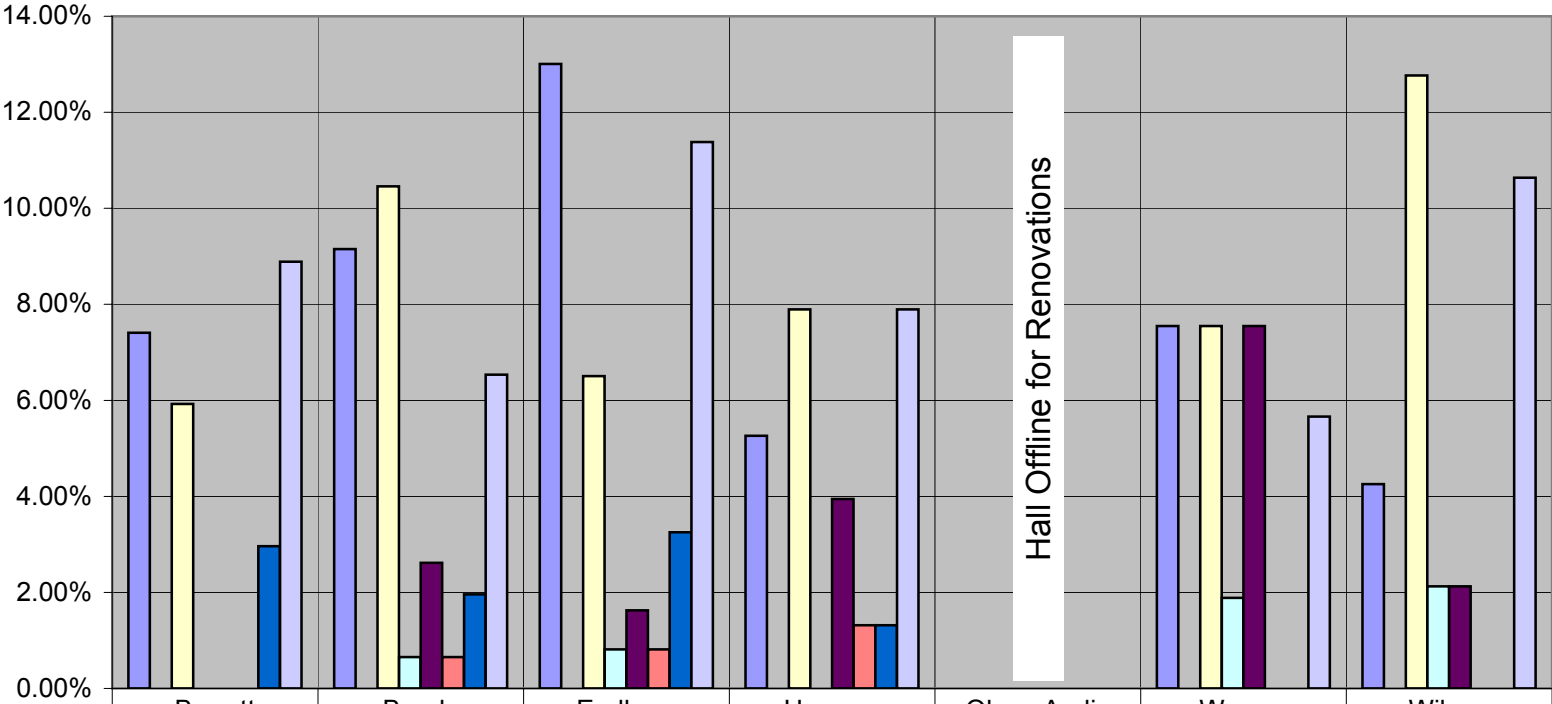
	German	Gurney	Hicks	Hobbs	Hole	Japan	Kelly	Mahala	Marmon	Marshl
African American/Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian/ Asian Pacific	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	16.67%	0.00%	0.00%
Biracial	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic/Latino	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Unknown	0.00%	16.67%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Percentage of Minorities by Residence House Fall 2006 (Pt.3)**



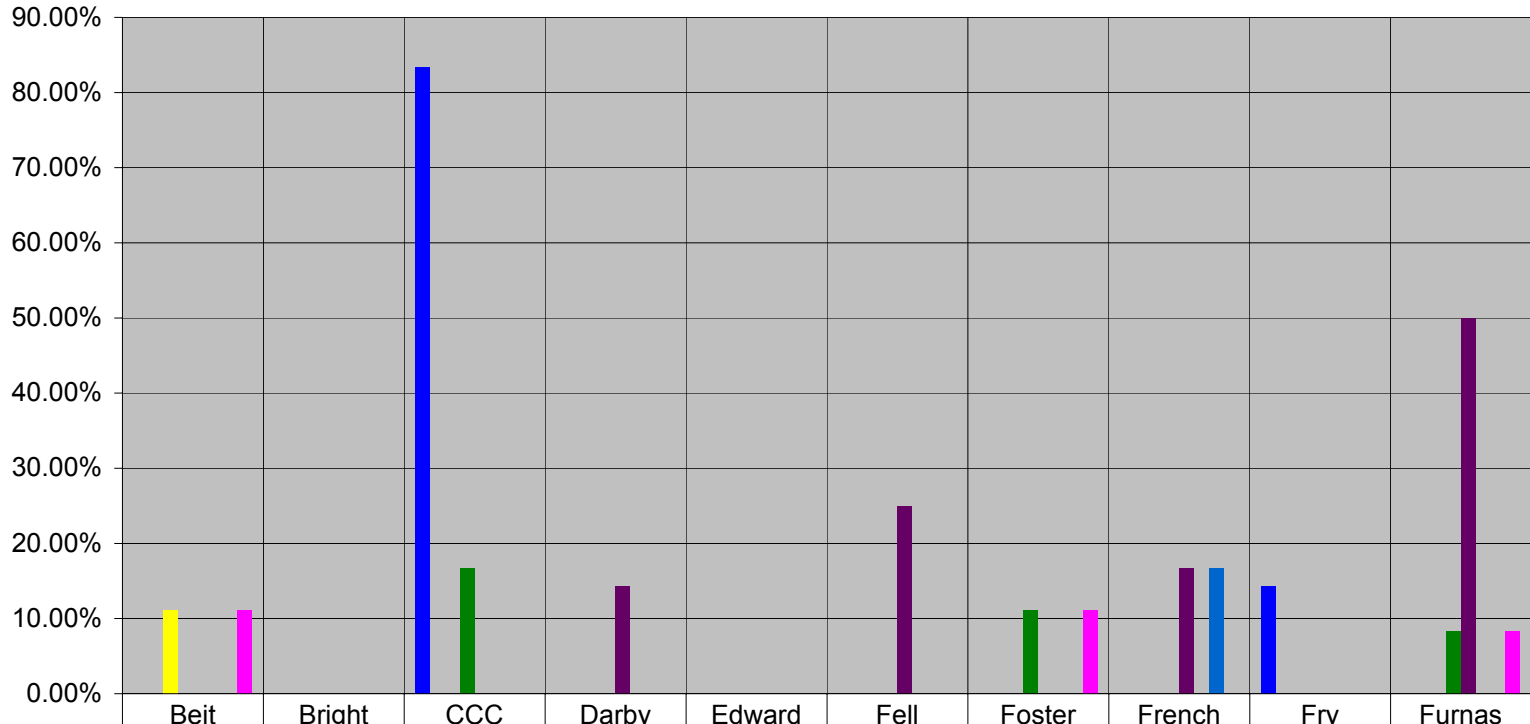
	Miller	Mott	Penn	Reece	Rown	Russell	Teetor	Thorn	Wood
■ African American/Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
■ American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Asian/ Asian Pacific	11.11%	20.00%	0.00%	33.33%	0.00%	25.00%	0.00%	0.00%	0.00%
■ Biracial	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Hispanic/Latino	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Other	0.00%	20.00%	0.00%	33.33%	0.00%	25.00%	0.00%	0.00%	0.00%
■ Unknown	0.00%	0.00%	0.00%	16.67%	20.00%	12.50%	0.00%	0.00%	12.50%

**Percentage of Minorities by Residence Hall (Spring 2007)**



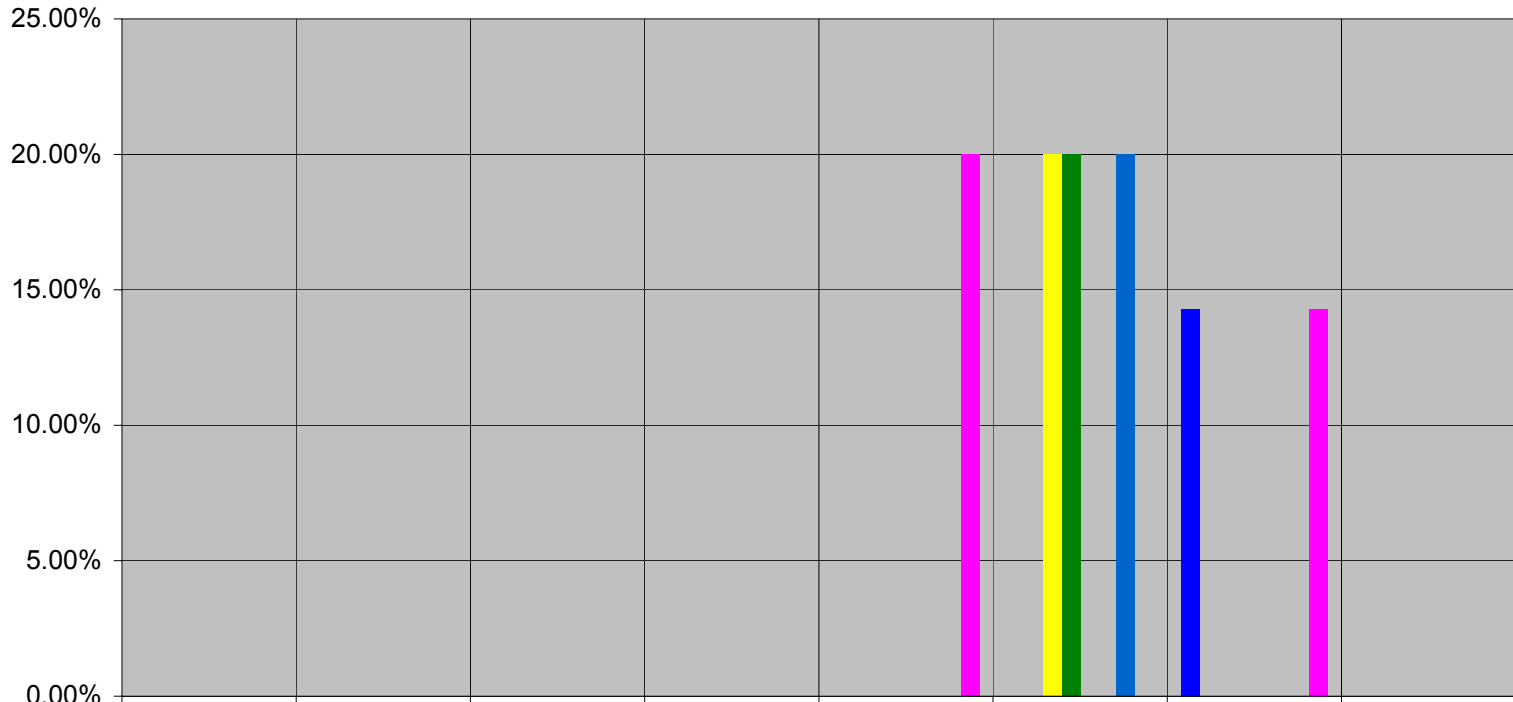
	Barrett	Bundy	Earlham	Hoerner	Olvey-Andis	Warren	Wilson
African American/Black	7.41%	9.15%	13.01%	5.26%	0.00%	7.55%	4.26%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian/Asian Pacific	5.93%	10.46%	6.50%	7.89%	0.00%	7.55%	12.77%
Biracial	0.00%	0.65%	0.81%	0.00%	0.00%	1.89%	2.13%
Hispanic/Latino	0.00%	2.61%	1.63%	3.95%	0.00%	7.55%	2.13%
International	0.00%	0.65%	0.81%	1.32%	0.00%	0.00%	0.00%
Other	2.96%	1.96%	3.25%	1.32%	0.00%	0.00%	0.00%
Unknown	8.89%	6.54%	11.38%	7.89%	0.00%	5.66%	10.64%

**Percentage of Minorities by Residence House - Spring 2007 (Pt.1)**



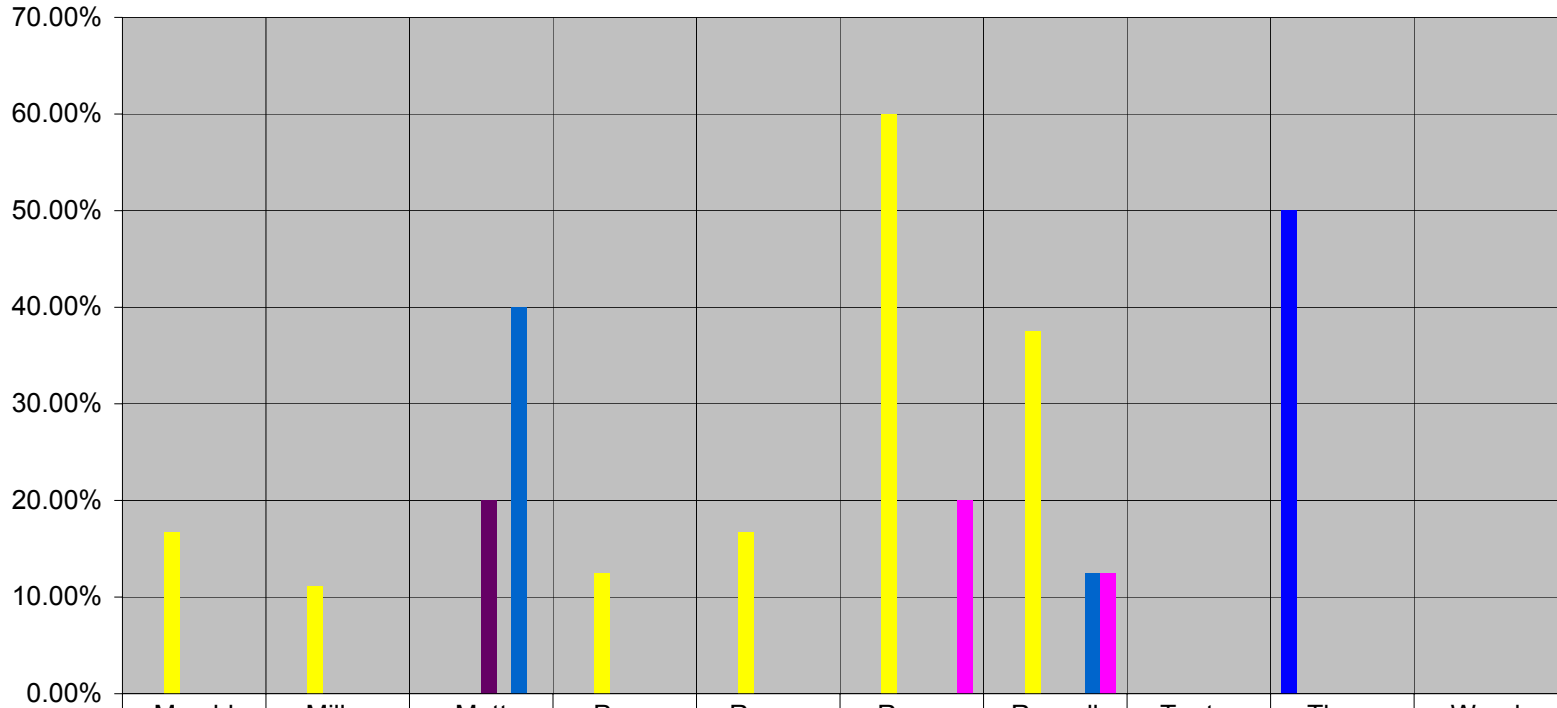
	Beit	Bright	CCC	Darby	Edward	Fell	Foster	French	Fry	Furnas
■ African American/Black	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%
■ American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Asian/ Asian Pacific	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Biracial	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	8.33%
■ Hispanic/Latino	0.00%	0.00%	0.00%	14.29%	0.00%	25.00%	0.00%	16.67%	0.00%	50.00%
■ International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%
■ Unknown	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	8.33%

**Percentage of Minorities by Residence House - Spring 2007 (Pt.2)**



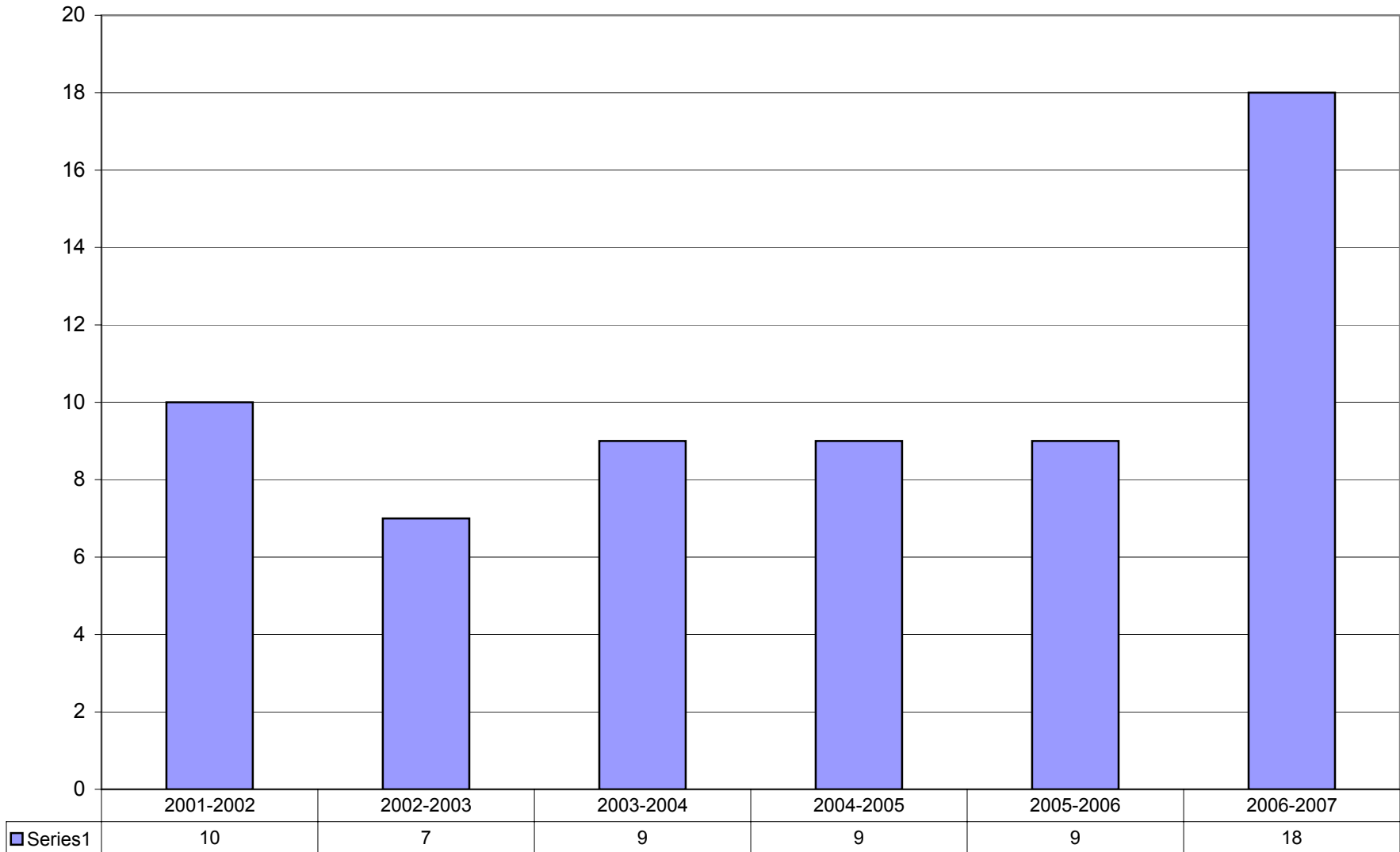
	German	Gurney	Hicks	Hobbs	Hole	Kelly	Mahala	Marmon
■ African American/Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%
■ American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Asian/ Asian Pacific	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
■ Biracial	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
■ Hispanic/Latino	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Other	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
■ Unknown	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	14.29%	0.00%

**Percentage of Minorities by Residence House - Spring 2007 (Pt.3)**

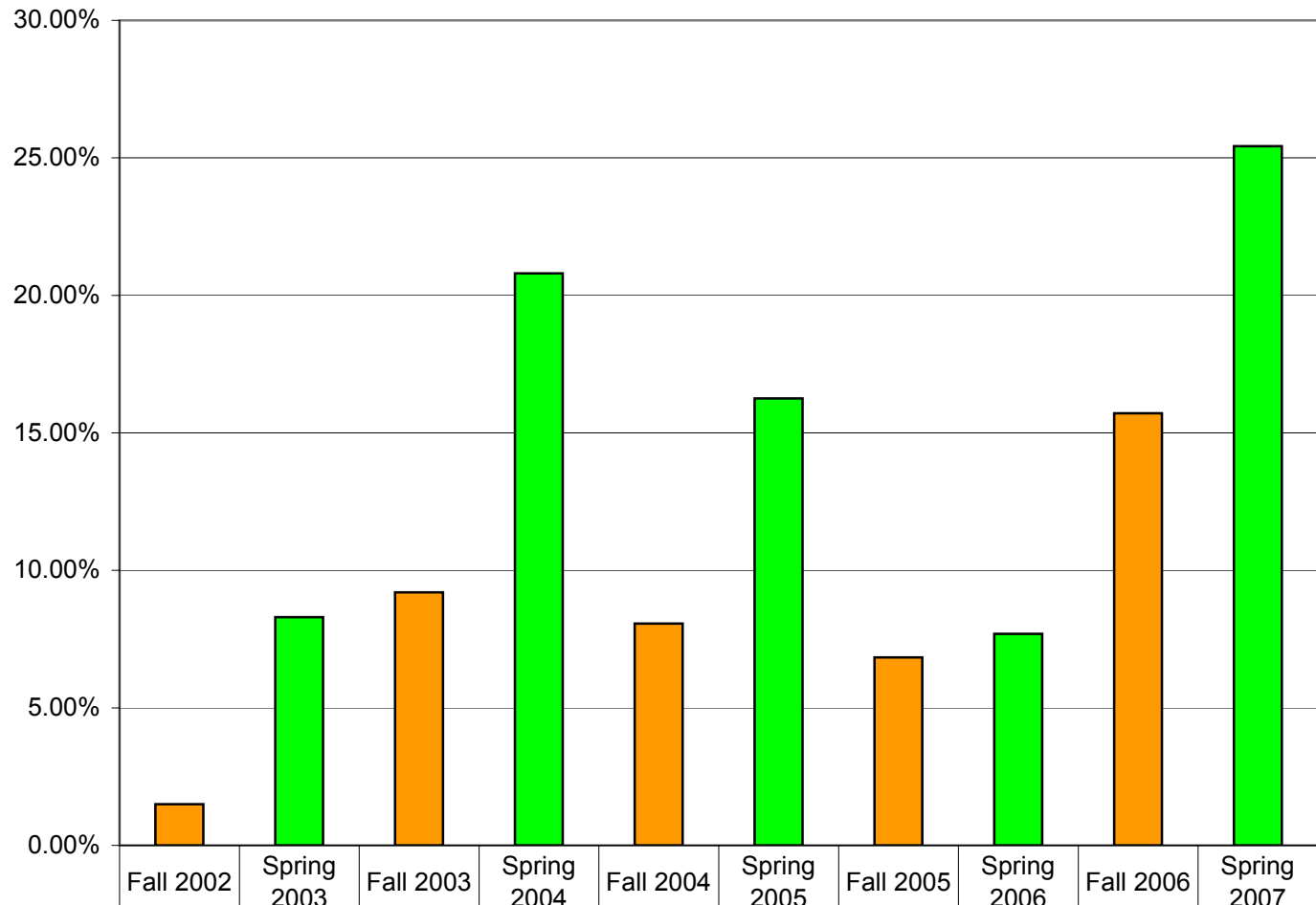


	Marshl	Miller	Mott	Penn	Reece	Rown	Russell	Teetor	Thorn	Wood
■ African American/Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
■ American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Asian/ Asian Pacific	16.67%	11.11%	0.00%	12.50%	16.67%	60.00%	37.50%	0.00%	0.00%	0.00%
■ Biracial	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Hispanic/Latino	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ International	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
■ Other	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%
■ Unknown	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	12.50%	0.00%	0.00%	0.00%

### Number of Semester Long Off Campus Programs

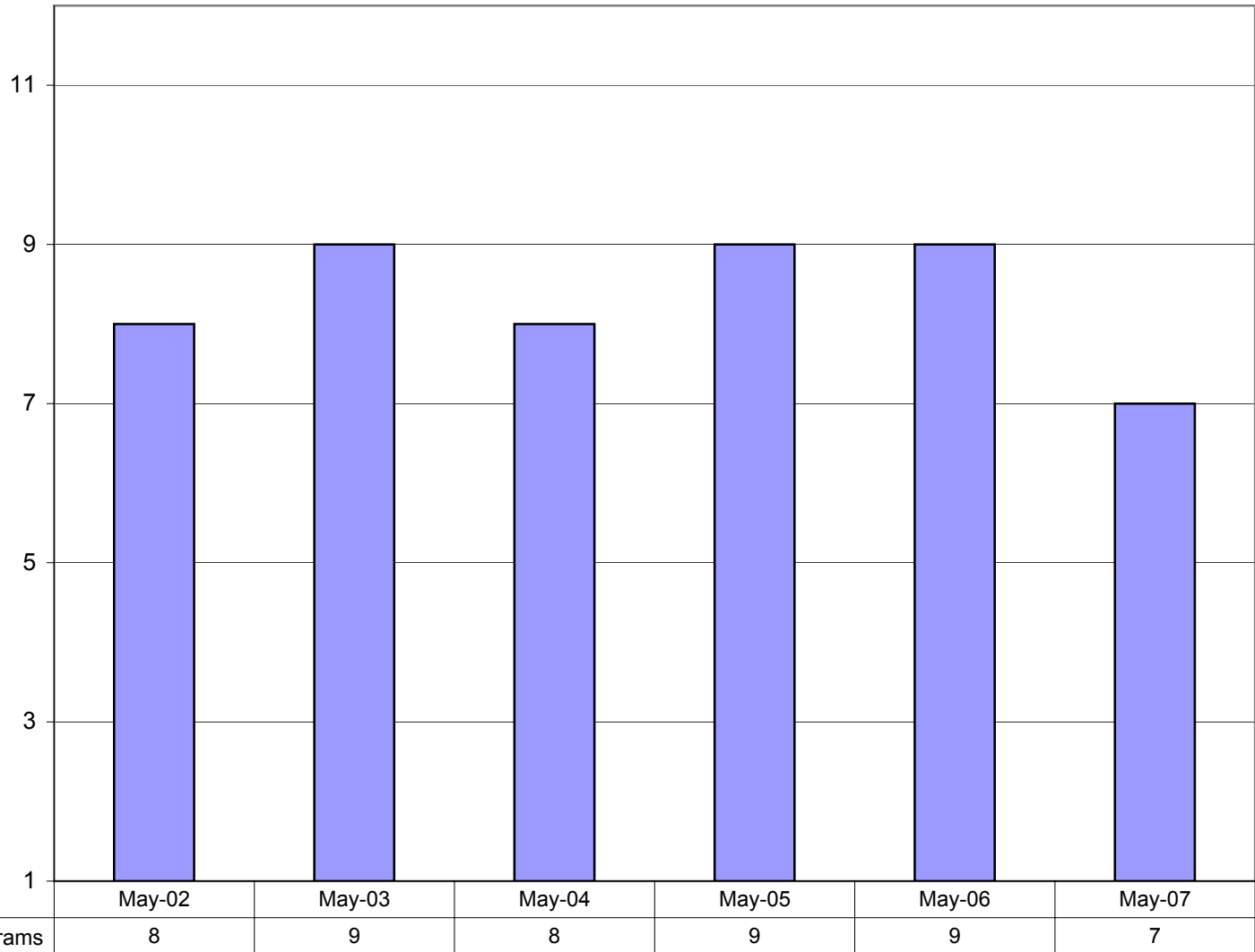


### Minority Students as Percentage of All Students Participating in Semester Long Off Campus Programs



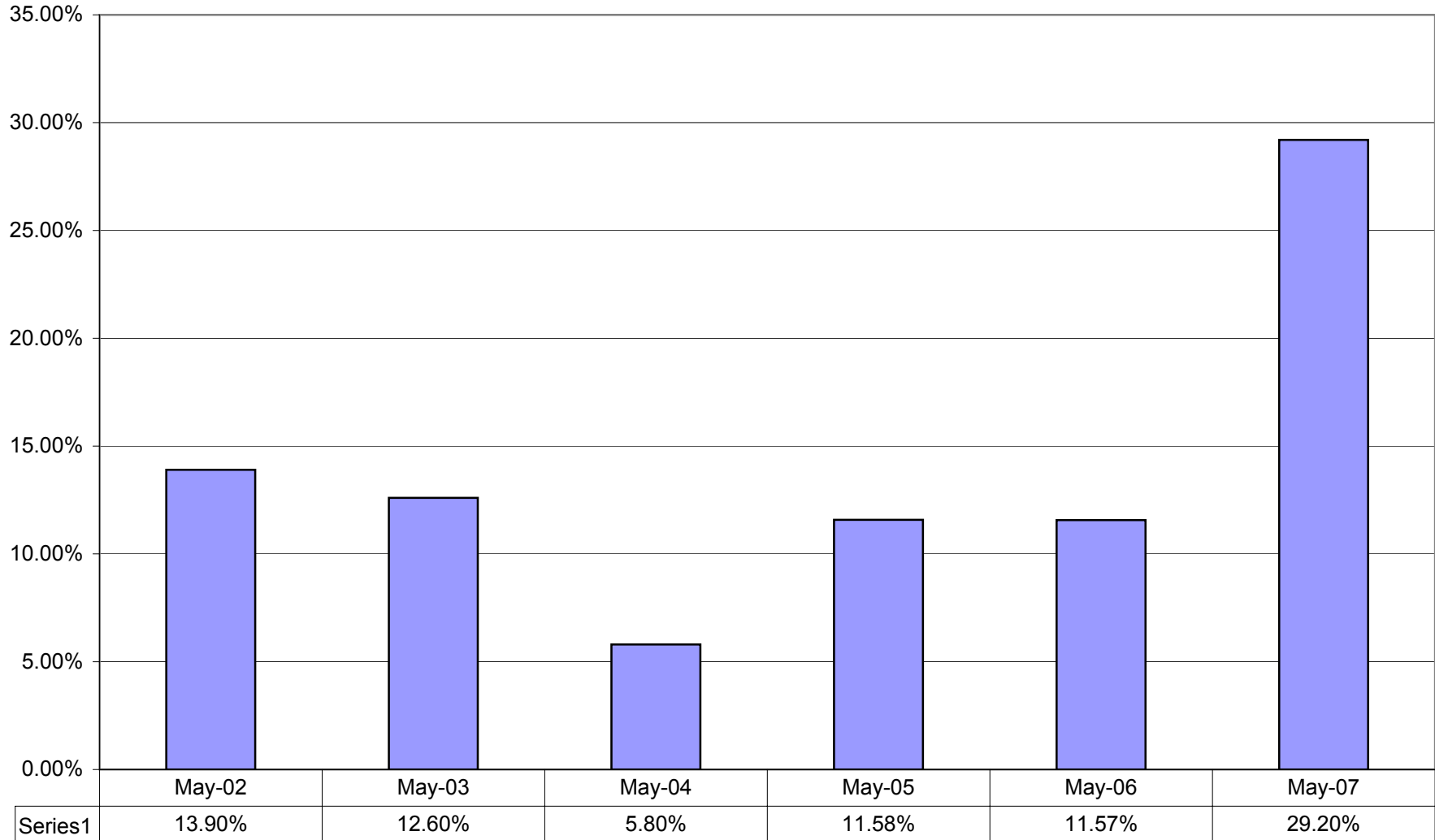
% of minority students who participated in semester long off campus programs	1.50%	8.30%	9.20%	20.80%	8.06%	16.25%	6.84%	7.69%	15.71%	25.42%
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### Number of May Term Off Campus Programs

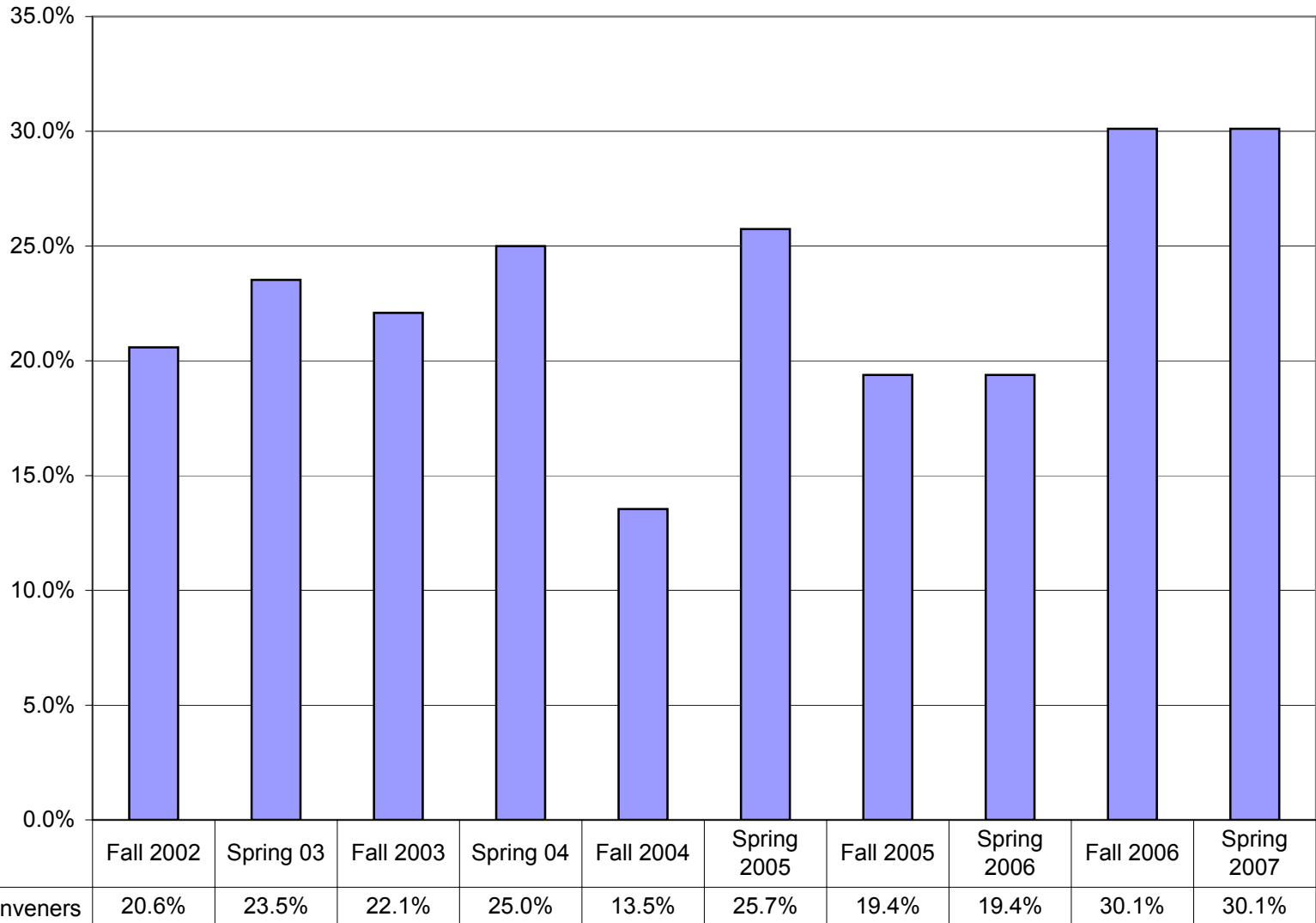


■ # of off-campus May term programs

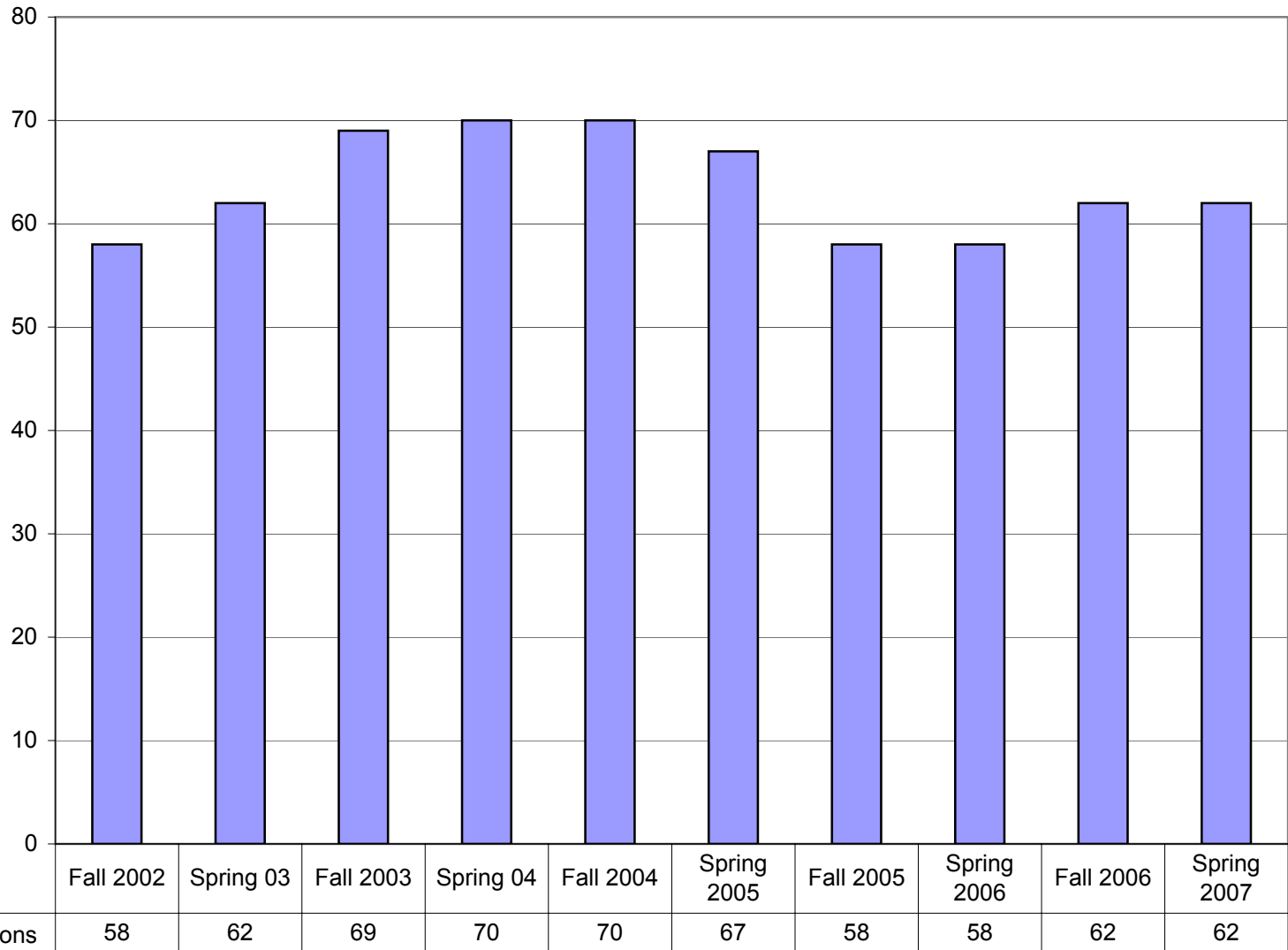
**Minority Students as Percentage of All Students Participating in May Term Off Campus Programs**



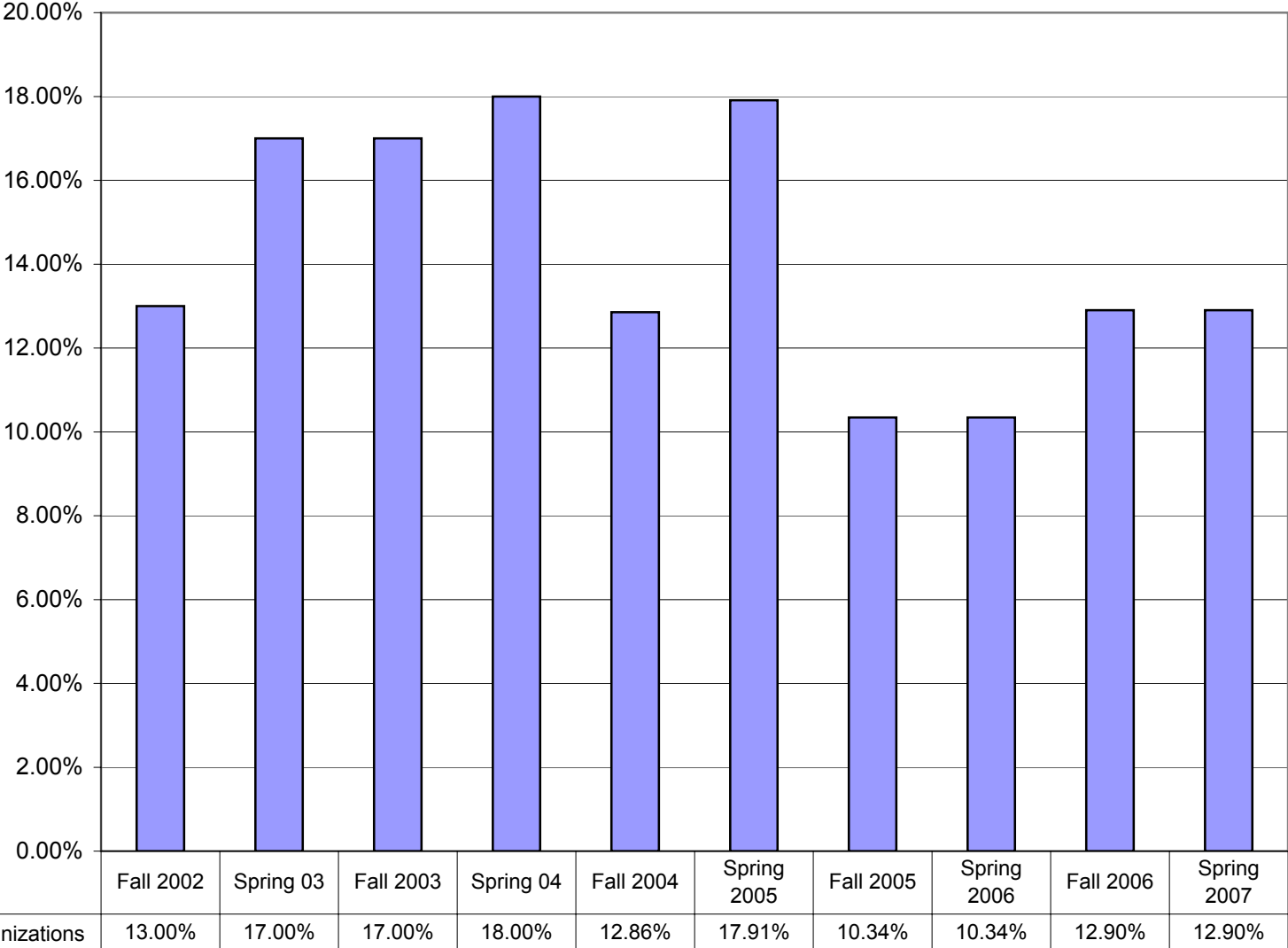
### Percentage of Minority Conveners



### Student Organizations

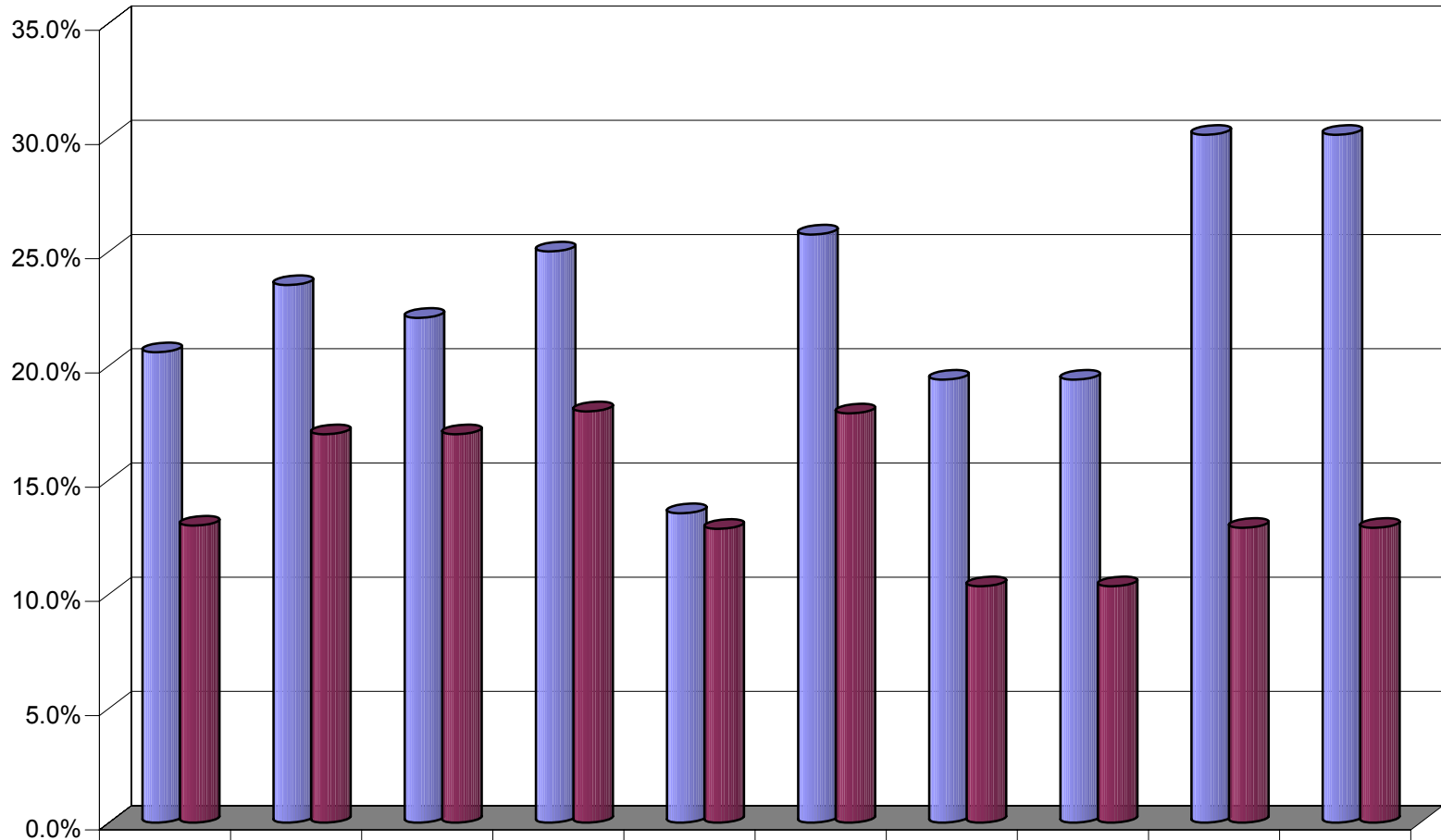


### Percentage of Minority Student Organizations



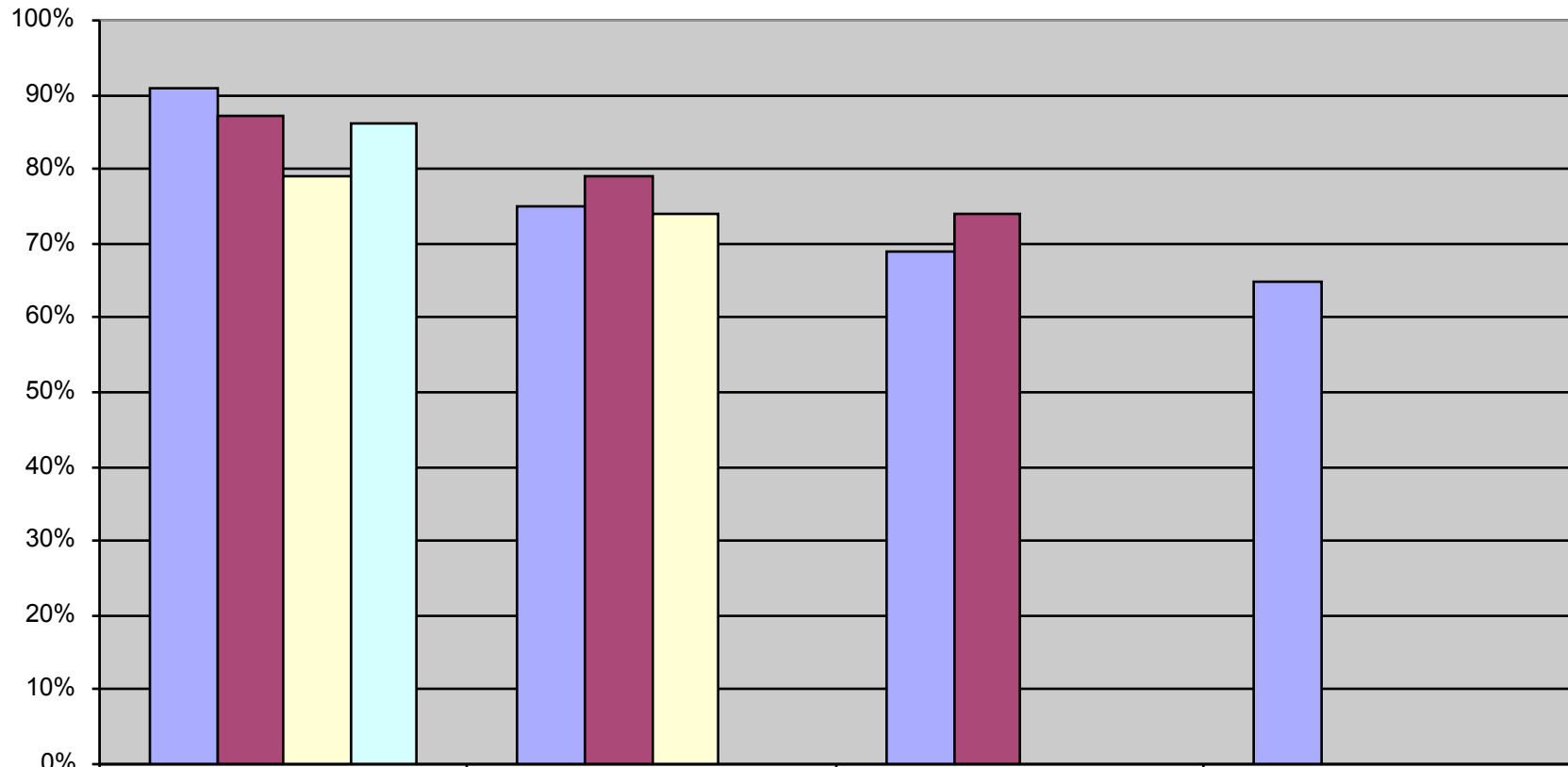
■ % of Minority student organizations

### Percentage of Minority Conveners and Student Organizations



Conveners	20.6%	23.5%	22.1%	25.0%	13.5%	25.7%	19.4%	19.4%	30.1%	30.1%
Student Organizations	13.00%	17.00%	17.00%	18.00%	12.86%	17.91%	10.34%	10.34%	12.90%	12.90%

### Retention of Minorities (excludes Whites)



	Second Year	Third Year	Fourth Year	Graduated or enrolled beyond 4th year
2003 Cohort	91%	75%	69%	65%
2004 Cohort	87%	79%	74%	
2005 Cohort	79%	74%		
2006 Cohort	86%			

## Retention

