

People want a **CULTURALLY DIVERSE** community that is friendly, welcoming, open-minded, and accepting.

THEIR CONCERNS

- Demographic trends
- Resistance to change
- Cultural and generational d
- Discrimination
- Stereotypes
- Tribalism
- Cliques
- Lack of compassion and respect for others
- Barriers to employment opportunities for minorities (especially in highly skilled positions)

“Some people ask, ‘Am I going to be all right if I come to Kokomo?’ We were worried our history of discrimination would prevent others from wanting to come.”

Howard County Resident, 2019

Actions that would make a difference	Who is working on it?
Interaction/Integration and Inclusiveness	<p><u>Indiana University Kokomo:</u> They are seeing an increase in Hispanic students and a leveling off of African American students.</p> <p>They have a diversity scholarship that is available to all incoming freshman. It includes an essay that asks, “What does diversity and inclusion mean to you?” It awards \$1500 per year and is renewable for three years. Ten are awarded annually.</p> <p>They have a Minority Mentoring Program for students that are part of an under-represented group or are under-represented in their field, i.e. women in STEM programs. They are paired with faculty or staff with similar backgrounds. So far, this program has not found much traction.</p>

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

Interaction/Integration and Inclusiveness

IUK is present at Latino and Black Expos in Indianapolis each year.

They target minorities for 21st Century scholarships and have hired a 21st Century Scholar staff person to support and help all 21st Century Scholars succeed.

They have many student affinity groups for minorities – SPECTRUM for LGBTQ, The Latin X Group, Black Student Union.

Alpha Kappa Alpha sorority sponsors the Martin Luther King (MLK) Celebration Event, usually around the second or third weekend in January (Fri-Sun). This event brings youth and adults together to understand black history and diversity issues.

Ivy Tech (Kelly Karickhoff) has an annual diversity event “Doing The Dream” (usually in February) as part of a scholarship program – typically has a well-known speaker and is accompanied by a convocation for all area Juniors and Seniors. In 2020, the day following the Doing the Dream event, Ivy Tech is hosting a Statewide Diversity Summit – all Ivy Tech students across the state are invited. The keynote speaker from Doing the Dream (Hill Harper) will speak. There will be lunch and breakout sessions around diversity, belonging and inclusion. Ivy Tech added an 8th priority to their strategic plan in 2019, Diversity, Belonging and Inclusion. Ivy Tech Professor Amber Williams spearheads the “Doing the Dream” committee.

Deandra at Bind Café has had town hall-type conversations to look at diversity. She recently tried to do something that traced the roots of black residents in Kokomo, but it was not well attended.

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More intentional conversations and connections through impactful events that showcase a variety of cultures, such as a diversity conference, festivals, or First Fridays.

IUK Culture Bash is held in September each year. Participants learn about different cultures. It includes performances and tastings. The event started with international food tastings.

IUK has a Coming Out Panel each October to align with National Coming Out Day. The panel includes individuals from the LGBTQ community discussing the challenges and victories in their journey. It is a very popular, standing room only event.

IUK has several events during Hispanic and Black heritage months. These events are open to the public.

The International School (Dorothea Irwin) is doing a lot to assimilate peoples of different cultures in Howard County. They have tried to do things which showcase more cultural diversity awareness.

Kokomo Chapter of Indiana Black Expo sponsors an annual Back-to-School Rally - Provides school supplies for grades 1 -6. It's community wide and held at the Center Township Community Building – 1st Saturday in August. They also provide free dental exams. Parents can get health checks as well. Diverse cultures attend this event.

Indiana Black Expo sponsors an Annual Corporate Luncheon in Kokomo. It is a fundraiser for scholarships, but a lot of people come to network. They typically have a high-profile speaker. The 25th anniversary was in July 2019.

Pride Youth Group (Paul Novak) has tried to put on different events. They sort of partner with Kokomo Pride, a general group of LGBTQ citizens.

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Create diversity statements, policies, goals, and hiring events

IUK has adopted the following civility statement, listed in italics below. Obviously, discrimination is illegal, but statements like this enforce and strengthen the message internally and remind us that there are various intersections with minorities, gay and Asian, for example.

Indiana University Kokomo encourages a climate of respect and inclusiveness that welcomes and embraces community members with diverse backgrounds and life experiences; deliberately seeks multiple perspectives and supports the free and open exchange of ideas and civil discourse. Our community encompasses the life of the classroom, including but not limited to, an engagement in student life, service learning, travel abroad, and social media reflections. This community will thrive when we approach each interaction and conversation with an open mind and when each member respects the inherent dignity and worth of all people. Respect and civility should, therefore, be afforded to all individuals regardless of age, disability, education background, family status, gender, gender identity and expression, nationality, race/ethnicity, religion, positions, sex, sexual orientation, socioeconomic level, or veteran status at Indiana University Kokomo.

IUK tries to “advertise towards” diverse candidates and have created staff positions that are focused on diversity and inclusion. One staff member attends an annual conference aimed at recruiting minority PhD candidates.

IUK has a diversity committee. The Office of Campus Diversity provides a vital support system for students, faculty, and staff from under-represented groups. Through the Diversity Committee, cultural diversity training, programming, mentorships, and student organizations, this office assists in the recruitment and retention of diverse students, faculty, and staff. They strive to help all on-campus build cultural competencies.

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	<p>As a member of the St Vincent Hospital Board of Directors, Willie Stroman observes that the hospital doesn't have many African Americans on staff. He has raised this issue with the board. Kokomo High School used to recruit African American staff to their schools.</p>
<p>Start an initiative to create cultural understanding among our leaders.</p>	<p><u>Mt Pisgah Missionary Baptist Church's Young Adult Ministry</u> hosted a community forum on November 12th, 2019 with Kokomo Police Department to address racism and law enforcement. Several recently elected officials were present. Leaders are hoping this forum is a springboard for similar, future events.</p> <p><u>Kalena James (LCR Coaching)</u> presents the United State of Women's Power Brunch event annually in October. This event seeks to unite, celebrate, support, inform, and empower all women.</p>
<p>Buy local from minority businesses</p>	<p><u>Delphi</u> has a team that looks for minority suppliers.</p> <p><u>The State of Indiana</u> has a program to identify minority suppliers.</p> <p><u>Purdue University</u> has a program to identify minority suppliers, as well.</p> <p><u>As part of the IU system</u>, IUK tries to buy from minority and female-owned businesses whenever possible. There is a contract bid process similar to state/federal WBE/MBE process. (There is a national/state certification by for minority or women-owned business.)</p> <p><u>Rite Quality (Doug Vaughn)</u> has the Haitian Environmental Support Program.</p>

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

Make efforts to really understand other cultures and lifestyles.

IUK has hosted FACTUALITY for the last 2 years, a facilitated dialogue, crash course, and board game, all in one. It simulates real life experiences in America. It is played with a group of diverse characters that encounter a series of fact-based advantages and limitations decided by the intersection of their race, gender, sexual orientation, faith, and class. It's similar to Monopoly but each player adopts a minority character and experiences life in that person shoes through the game. Players experience common discriminatory practices and sometimes suffer the financial consequences.

In the past, Othello Bach would meet at St. Andrew's church once a month. Women of the World would have dinner and a dish from one culture and discuss that culture.

Kokomo Career Center used to have a program for adults who were studying English as a second language for people from China, Mexico, and other cultures. In a couple of instances, they did square dances but a lot of meal sharing and culture sharing.

People and organizations they trust:

- Community Foundation of Howard County
- Diversity Board (Human Rights Commission)
- Kokomo City Council
- Nonprofit Organizations
- Schools and Universities (especially IU Kokomo)

Additional Notes from Research Sessions for the Community Foundation's Reference:

IUK's Culture Bash is now called Culture Fest (name change is significant).

We asked each member of the group where the community foundation could make the most impact regarding this aspiration?

Jennifer Johnson, System of Care, works with all people in the community and the youth pride group. Four County is the fiscal agent for System of Care. They are doing a youth café (lunch and learn) to bring awareness. In Howard County, they need to raise awareness of this area.

Willie Stroman suggests bringing people together to talk about things in a bigger group, to actually discuss these issues. He wants to guard against becoming cliquish by opening discussions to more people. He also suggests diversifying boards. Even churches are still segregated, with more than 25 African American churches in Kokomo.

Jennifer Johnson points out that there is such a stigma attached to drug affected individuals and families. She went to the bowling alley and people were watching them because of their tattoos, because they look different. There is a need to start conversations and educated one another. She would like to see research on how to do that and on some effective models elsewhere.

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Harwood stage of community life is

- Undetermined

Discussion on what role the Community Foundation could play in this Aspiration:

- Set aside monies from our budgets to address some of the aspirations.
- How do we pull together people together to work on these types of projects? How does a process of bringing those persons together work?
- The Human Rights Commission (HRC) with encouragement could/should become a bigger player. Now with the change in City Administration, there is opportunity. Other models in the state do this, study their model. The mayor will get to pick his commission. The Community Foundation could go to the Mayor with identified people from our conversations who would be good candidates for the Human Rights Commission to aid in ensuring that if it is not currently active, that these candidates could bring more active life into the commission. The Community Foundation would like to get regular updates from the commission. We could invite to give a presentation at our board meetings (quarterly or semi-annually.)
- What is the HRC's mission? Do they have resources and information to get to actions without only being a complaint receiver? Are they governed by statute?
- We could have a conversation with the head of the Human Rights Commission (is that Doug Workinger?). Give them this report of what people want and see if there are opportunities for them to take action.
- Steps in which a process should happen: Talk to the mayor, decide who he wants on the commission, build and support a commission in all its efforts (diversifying workforce).
- Keep in touch with Doug Workinger and Sarah Sarber from IUK. We need to know who has been on the commission, what's been done, and what is being done now.
- If the mayor likes idea of a summit, then meet with others and have them make it happen.
- Bring mayor together with Sue Giesecke, Willie Stroman, Bob Knowling, Mark Wallace?
- We could give IUK a grant to do a diversity summit to bring people together.
- Celestine has a model sample of ways to bring people together and will send to us.
- The Literacy Coalition offers classes in English as a second language.
- Note that Ivy Tech will be adding a Diversity Summit on the day of the Dream event.

The Community foundation will focus on the following actions and these roles:

- Communicator
- Convener
- Catalyst
- possibly Funder

Action Plan for Culturally Diverse Community.

Action	Lead	Completion by
Talk to the incoming Kokomo mayor, Tyler Moore, about the Community Conversation Report and the Human Rights Commission.	Greg Aaron	December 2019 (ASAP)
Talk to Doug Workinger and Sue Giesecke.	Greg Aaron	December 2019
Follow-up with Human Rights Commission and incoming Mayor Moore to get updates on what is happening and how to keep it moving. (Invite the HRC to speak to the community foundation Board of Directors on a regular basis.)	Community Foundation Staff	Semi-annually throughout 2020
Speak to the board about considering setting aside funds that could support non-profit grant applications that address this aspiration.	Greg Aaron	January 31, 2020