2022-2023 HEED AWARD INSTITUTIONS COMPARISON REPORT

UNIVERSITY OF LOUISIANA AT LAFAYETTE

INSIGHT *Into Diversity*®

ADVANCING THE CONVERSATION ON DIVERSITY, EQUITY, AND INCLUSION IN HIGHER EDUCATION AND BEYOND

INSIGHT
Into Diversity

Higher Education
Excellence in Diversity
Award
2022

Top Colleges for Diversity

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2022-2023 *INSIGHT INTO DIVERSITY*
HEED AWARD INSTITUTIONS COMPARISON REPORT

INTRODUCTION

The HEED Award analyzes a variety of factors to determine which institutions are truly committed to diversity and inclusion across their entire campus communities. The HEED Award application requires collecting extensive data and information.

Each applicant receives an initial automated score based on the quantitative data submitted in its application. Members of the HEED Award committee then thoroughly evaluates each application by analyzing each in regard to its diversity, equity, and inclusion programming before assigning qualitative scores. HEED Award recipients are determined based on a combination of their quantitative and qualitative scores and by meeting a minimum total score.

INSIGHT aims to honor those institutions that undertake intentional and significant measures to support populations that have traditionally been underserved in higher education.

Perhaps most importantly, HEED Award institutions actively seek to amplify the diverse voices on their campuses. They do this by fostering open and honest dialogue, holding space for multicultural meetings and events, and offering professional development and enrichment opportunities to equip faculty and staff with the knowledge and training to be champions for DEI in their everyday work.

HEED Award Institutions Comparison Report

This report highlights the characteristics and diversity capabilities of the University of Louisiana at Lafayette compared to the 104 HEED Award recipients of 2022. Leaders at *INSIGHT Into Diversity* created the HEED Award to annually recognize institutions that meaningfully strive to be leaders in the higher education diversity and inclusion arena.

Every institution that receives the HEED Award has applied a strategic diversity leadership approach to advancing diversity, equity, and inclusion efforts at their institution. The award is open to all colleges and universities throughout the U.S. The application process considers an institution's level of achievement and intensity of commitment to broadening diversity and inclusion on its campus through strategic initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff. Applications are comprehensive and cover numerous aspects of campus diversity.

To learn more about the HEED Award and see an example of the 2022 application, visit insightintodiversity.com/heedaward.

THE 2022 HEED AWARD RECIPIENTS

Adelphi University
Agnes Scott College
Arkansas State University
Augustana College (IL)
Ball State University
Berklee
Binghamton University
California State University Los Angeles
California State University San Marcos
California State University, Fresno
Case Western Reserve University
Clemson University*
Colorado School of Mines
Columbia University in the City of New York
Cuyahoga Community College
Davenport University
East Carolina University*
El Paso County Community College District
Emory University
Farmingdale State College
Florida Atlantic University
Florida State University*
Franklin & Marshall College
Georgia Institute of Technology
Greenville Technical College
Hope College
Hudson County Community College
Indiana University - Purdue University Indianapolis
Indiana University Bloomington*
James Madison University
Johns Hopkins University*
Kansas State University
Kent State University
Lehigh University
Metropolitan State University of Denver
Miami University
Millersville University
Mississippi State University
Mount Holyoke College
Northern Illinois University
Northwestern University
Ohio University
Oklahoma State University*
Oregon State University
Portland State University
Princeton University
Regis College
Rochester Institute of Technology*
Rockland Community College
Rowan University
Saginaw Valley State University
San Diego State University*

Santa Clara University
Smith College
Southern Illinois University Edwardsville
Southern Illinois University System
Southwestern Law School
Stetson University College of Law
Suffolk University
SUNY Old Westbury
Swarthmore College
Temple University
Texas A&M University
Texas A&M University- San Antonio
Texas Christian University
Texas Tech University*
The Broward College District Board of Trustees
The University of Alabama
The University of Alabama at Birmingham*
The University of Texas at Austin
The University of Texas at San Antonio
The University of Tulsa
Towson University
Tulane University
UC Berkeley
UNC Greensboro
University at Albany
University of Central Florida
University of Cincinnati*
University of Florida
University of Georgia
University of Houston
University of Houston Law Center
University of Illinois Chicago
University of Illinois Urbana-Champaign
University of Kentucky*
University of Louisiana at Lafayette
University of Louisville*
University of Massachusetts Lowell
University of Missouri-St. Louis
University of North Carolina Charlotte
University of North Florida*
University of North Texas
University of Oklahoma
University of Oregon
University of Pittsburgh
University of South Florida
University of West Florida
UT Arlington
Virginia Commonwealth University*
Virginia Polytechnic Institute and State University*
West Chester University of Pennsylvania
Widener University
William & Mary

*Also a 2022 *INSIGHT Into Diversity* Diversity Champion school,
ranking in the top tier of HEED Award recipients

HEED INSTITUTION CHARACTERISTICS

TYPE OF INSTITUTION
HEED Award Recipients

2.88% 0.96%

5.77%

90.38%
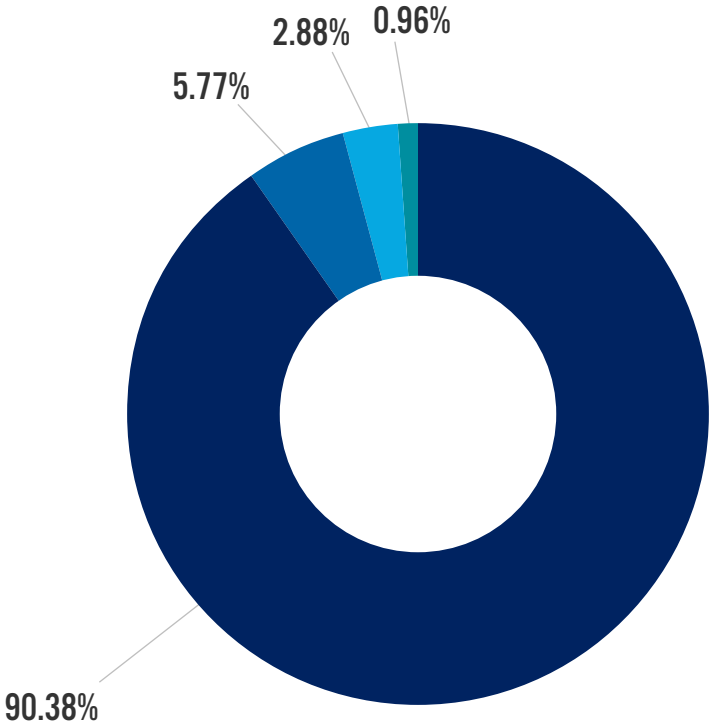
■ Baccalaureate-granting Schools (94) ✓

■ Community Colleges (6)

■ Law Schools (3)

■ System Administration Office (1)

✓ Indicates the category for the University of Louisiana at Lafayette

PUBLIC VS. PRIVATE
HEED Award Recipients

26.53%

73.47%

■ Public (72) ✓

■ Private (26)
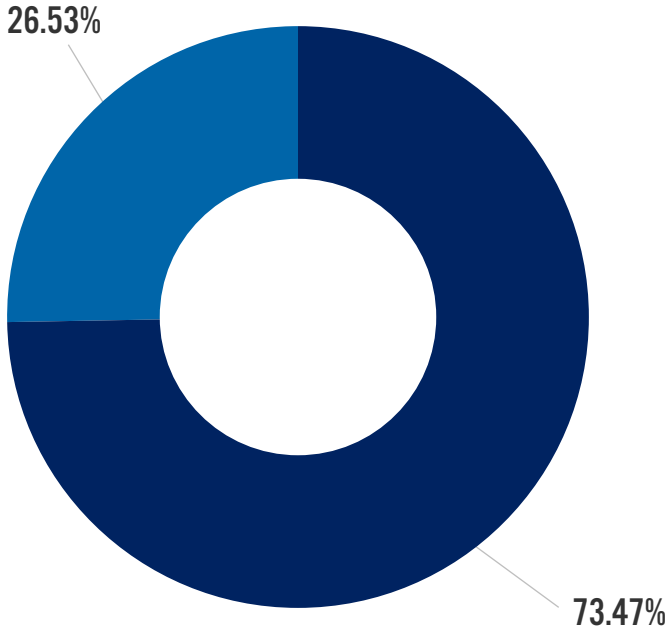
INSTITUTIONAL DESIGNATIONS

	UL Lafayette	HEED Winners
Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI)		9%
Faith-based		5%
Hispanic-Serving Institutions (HSI)		19%
Minority Serving Institutions (MSI)		12%
Predominantly White Institution (PWI)	✓	60%
Land-grant		17%

STUDENT DEMOGRAPHICS

FULL-TIME STUDENTS
Total Enrollment

19.23%

17.31%

17.31%

11.54%

34.62%

Less than 5,000 students (20)

5,000-9,999 students (18)

10,000-14,999 students (12) ✓

15,000-29,999 students (36)

More than 30,000 students (18)
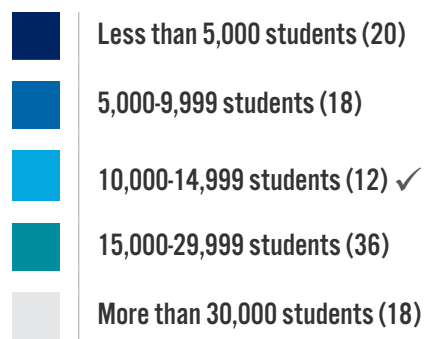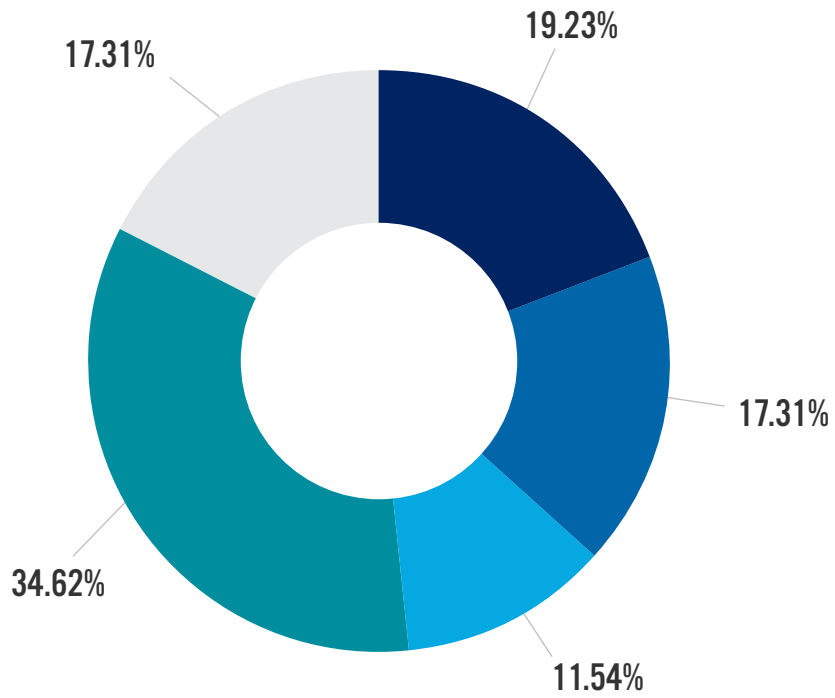
FULL-TIME STUDENTS
Gender

	UL Lafayette	HEED Winners
Men	42.84%	43.52%
Women	57.16%	55.91%
Non-binary	0.00%	0.33%
Other	0.00%	0.25%

FULL-TIME STUDENTS
Race/Ethnicity

	UL Lafayette	HEED Winners
White	60.75%	51.86%
African American/Black	21.60%	9.53%
Hispanic/Latinx	5.51%	17.09%
Asian American	2.82%	8.61%
Native American/Alaska Native	0.33%	0.34%
Native Hawaiian/Pacific Islander	0.12%	0.17%
Multiracial	3.40%	4.21%
International	2.60%	5.85%
Unknown/other	2.87%	2.33%

ADMINISTRATOR AND FACULTY DEMOGRAPHICS

ADMINISTRATIVE LEADERSHIP
Gender

	UL Lafayette	HEED Winners
Men	66.70%	49.35%
Women	33.30%	50.11%
Non-binary	0.00%	0.01%
Other	0.00%	0.53%

ADMINISTRATIVE LEADERSHIP
Race/Ethnicity

	UL Lafayette	HEED Winners
White	70.80%	73.70%
African American/Black	20.80%	12.13%
Hispanic/Latinx	4.20%	5.74%
Asian American	4.20%	5.06%
Native American/Alaska Native	0.00%	0.28%
Native Hawaiian/Pacific Islander	0.00%	0.07%
Multiracial	0.00%	1.14%
International	0.00%	0.23%
Unknown/other	0.00%	1.65%

FULL-TIME TENURED AND TENURE-TRACK FACULTY
Gender

	UL Lafayette	HEED Winners
Men	64.00%	57.77%
Women	36.00%	41.62%
Non-binary	0.00%	0.05%
Other	0.00%	0.56%

FULL-TIME TENURED AND TENURE-TRACK FACULTY
Race/Ethnicity

	UL Lafayette	HEED Winners
White	72.80%	67.89%
African American/Black	3.90%	4.85%
Hispanic/Latinx	2.60%	5.45%
Asian American	16.80%	14.782%
Native American/Alaska Native	0.00%	0.30%
Native Hawaiian/Pacific Islander	0.00%	0.08%
Multiracial	0.50%	1.11%
International	3.10%	3.20%
Unknown/other	0.30%	2.31%

FULL-TIME NON-TENURE-TRACK FACULTY
Gender

	UL Lafayette	HEED Winners
Men	36.60%	44.59%
Women	63.40%	54.58%
Non-binary	0.00%	0.11%
Other	0.00%	0.72%

FULL-TIME NON-TENURE-TRACK FACULTY
Race/Ethnicity

	UL Lafayette	HEED Winners
White	79.30%	71.57%
African American/Black	6.60%	5.28%
Hispanic/Latinx	5.72%	5.90%
Asian American	2.64%	8.30%
Native American/Alaska Native	0.44%	0.42%
Native Hawaiian/Pacific Islander	0.00%	0.10%
Multiracial	0.00%	1.38%
International	4.00%	3.83%
Unknown/other	1.30%	3.22%

STUDENT RECRUITMENT AND RETENTION

ADMISSIONS SCALE SELECTIVITY

Number of Institutions

25

20

15

10

5

0

Least selective ✓ Highly selective
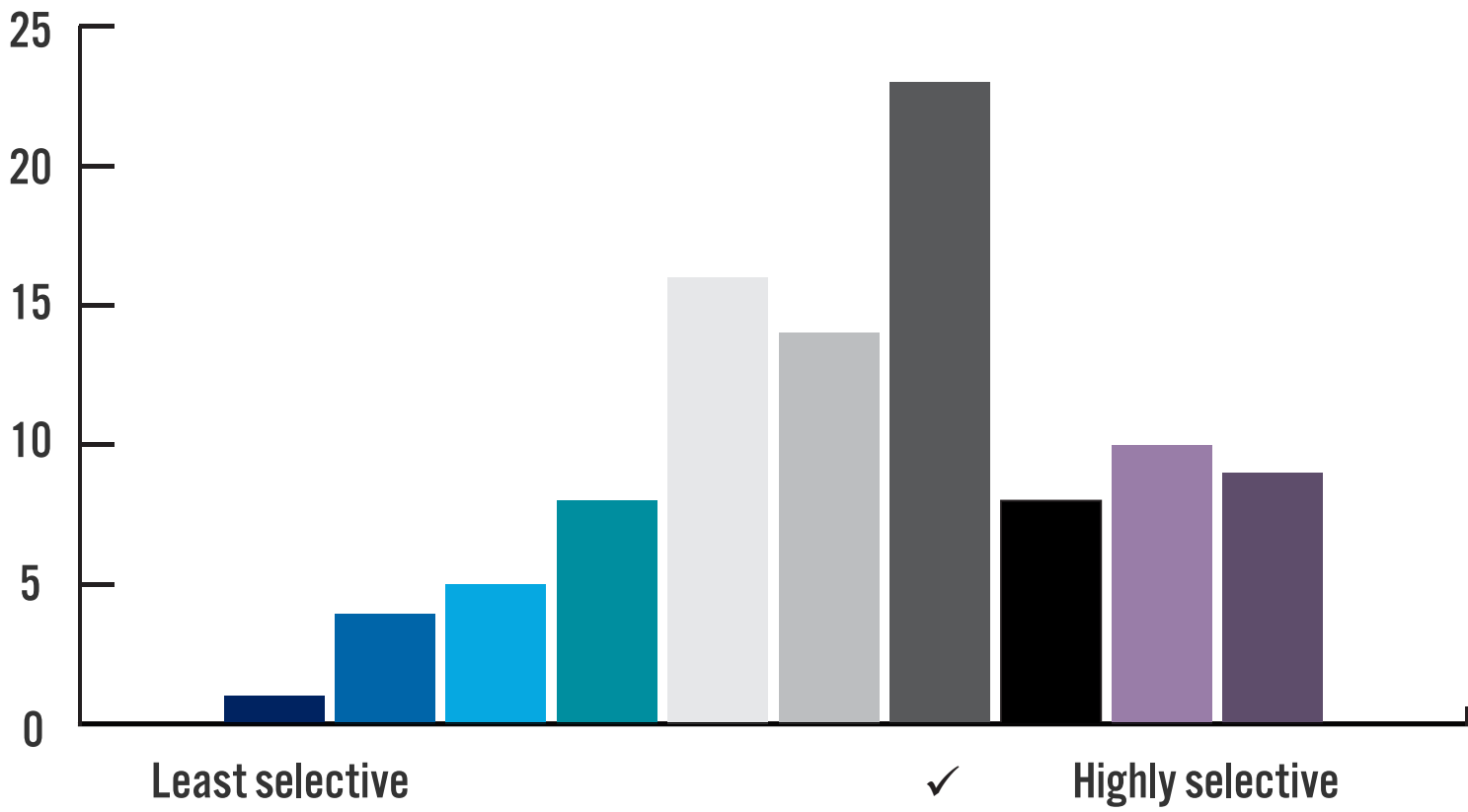
RETENTION RATES OF FULL-TIME FRESHMAN STUDENTS

	UL Lafayette	HEED Winners
OVERALL	**74.70%**	**84%**
White	77.20%	93%
African American/Black	70.20%	80%
Hispanic/Latinx	73.90%	82%
Asian American	90.90%	89%
Native American/Alaska Native	87.50%	75%
Native Hawaiian/Pacific Islander	Unknown	70%
Multiracial	65.60%	82%
International	62.50%	81%
Transfer	65.60%	86%

RETENTION RATES OF FULL-TIME SOPHOMORE STUDENTS

	UL Lafayette	HEED Winners
OVERALL	**79.40%**	**85%**
White	84.60%	84%
African American/Black	84.20%	81%
Hispanic/Latinx	86.70%	83%
Asian American	89.60%	86%
Native American/Alaska Native	90.90%	75%
Native Hawaiian/Pacific Islander	100.00%	62%
Multiracial	81.50%	82%
International	88.90%	81%
Transfer	87.10%	70%

EFFORTS TO IMPROVE RETENTION AND GRADUATION RATES FOR HISTORICALLY UNDERREPRESENTED STUDENTS AND FIRST-GENERATION STUDENTS

	UL Lafayette	HEED Winners
Free tutoring support	✓	99%
Academically themed diverse student organizations	✓	95%
First-year experience programs	✓	98%
Cohort-based academic success and leadership programs	✓	97%
Early warning systems	✓	97%
Institutional research on student success patterns	✓	97%
Summer bridge programs	✓	88%
Campus-wide strategic retention plan	✓	90%

EFFORTS TO RECRUIT HISTORICALLY UNDERREPRESENTED AND FIRST-GENERATION STUDENTS

	UL Lafayette	HEED Winners
Community outreach	✓	**99%**
Admissions officers with a diversity focus	✓	**96%**
On-campus diversity recruitment efforts	✓	**99%**
Community college bridge programs	✓	**85%**
Pre-college programs for K-12 students	✓	**96%**
Social media outreach	✓	**96%**
National strategic partnerships (Posse Foundation, Questbridge, etc.)	✓	**64%**
Economic-conscious scholarships	✓	**98%**
Holistic admissions process	✓	**92%**
Recruiter attendance at underrepresented student conferences	✓	**91%**

STUDENT CLUBS, ORGANIZATIONS, AND EFFORTS AVAILABLE ON CAMPUS

	UL Lafayette	HEED Winners
Clubs and/or organizations for LGBTQ+ students	✓	100%
Clubs and/or organizations for students with disabilities	✓	88%
Clubs and/or organizations for first-generation students	✓	87%
Clubs and/or organizations for international students	✓	97%
Clubs and/or organizations for multicultural students	✓	100%
Clubs and/or organizations for student veterans	✓	91%
Targeted fundraising/donor opportunities for diversity-focused programs	✓	93%
Mentoring programs for underrepresented students	✓	99%
Food pantry for students facing food insecurity	✓	93%
Diversity career fairs for students	✓	80%

FACULTY RECRUITMENT AND RETENTION

STRATEGIES USED TO RECRUIT DIVERSE FACULTY

	UL Lafayette	HEED Winners
Advertise in diversity publications and/or job boards	✓	99%
Attend diversity-focused recruitment events such as SREB	✓	72%
Faculty diversity plan	✓	83%
Mentors for diverse faculty	✓	93%
Pathways programs for future faculty	✓	88%
Strategic funds used to hire diverse candidates	✓	84%
Dedicated faculty diversity recruitment specialist		43%
Diversity-themed postdoctural fellowships		60%
Diverse faculty exchange programs with HBCUs, MSIs, etc.		24%
Departmental cluster hiring of diverse faculty		49%
Spousal/partner hiring opportunities	✓	78%
Request diversity accomplishments of job applicants	✓	84%

STRATEGIES USED TO RETAIN DIVERSE FACULTY

	UL Lafayette	HEED Winners
Mentor programs for diverse faculty	✓	97%
Start-up research funds for new diverse faculty	✓	83%
Graduate research support for new diverse faculty	✓	67%
Support program for transgender faculty	✓	39%
Shorter tenure timelines		37%
Grant-funded initiatives (NSF Advance program, etc.)	✓	73%
Incorporate diversity, equity, and inclusion into the tenure and advancement and/or review process	✓	61%

SEARCH COMMITTEES

	UL Lafayette	HEED Winners
Require search committees to include at least one person from an underrepresented group	✓	**49%**
Require all applicants to include any diversity accomplishments in their CV	✓	**44%**
Require a diverse pool of applicants in the hiring process	✓	**82%**
Ensure that necessary accommodations are made for any applicant with a disability	✓	**99%**
Require search firms use to include diverse candidates in the final pool of applicants	✓	**80%**

STUDENT GRADUATION RATES

BACCALAUREATE-GRANTING INSTITUTION SIX-YEAR GRADUATION RATES OF FULL-TIME UNDERGRADUATE STUDENTS

	UL Lafayette	HEED Winners
OVERALL	50%	71%
White	55%	73%
African American/Black	39%	62%
Hispanic/Latinx	38%	67%
Asian American	51%	76%
Native American/Alaska Native	29%	61%
Native Hawaiian/Pacific Islander	50%	68%
Multiracial	47%	66%
International	75%	69%

LEADERSHIP AND ACCOUNTABILITY

ROLE THE CHANCELLOR OR PRESIDENT PLAYS IN CAMPUS DIVERSITY POLICIES

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
Shows a visible commitment to diversity in speeches, written correspondence, and public appearances	98 ✓	6	0	0	0	0
Ensures that senior leadership is engaged in campus diversity strategies	93 ✓	11	0	0	0	0
Charges the campus-wide diversity committee	78 ✓	16	1	1	0	7
Ensures that resources (financial and staffing) are available to drive campus diversity efforts	84 ✓	18	2	0	0	0
Creates a culture of accountability	81 ✓	21	1	0	0	0
Publicly addresses national/college hate or bias incidents	88 ✓	13	1	1	0	1

STRATEGIES IN PLACE TO ENSURE
DIVERSITY PLANNING AND ACCOUNTABILITY

	UL Lafayette	HEED Winners
Institution's official mission statement includes diversity, equity, and inclusion as one of its core values	✓	89%
Diversity, equity, and inclusion goals and plans are embedded in the campus-wide strategic plan	✓	98%
Institution requires a diversity plan from each individual unit		54%
Institution has a centralized diversity plan	✓	87%
Institution has a campus-wide DEI committee or task force	✓	97%
Diversity metrics measures DEI progress	✓	89%
Diversity office has the opportunity to formally report on campus diversity plans, successes, challenges, and opportunities at meetings of the governing board	✓	93%
Diversity office submits an annual DEI report	✓	85%

ACTIVATION OF DIVERSITY PLAN

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
Chief diversity officer provides point leadership in the campus-wide implementation process	97 ✓	3	0	0	0	4
Campus-wide diversity committee ensures that many different people are involved in shaping the campus DEI plan	89 ✓	12	0	0	0	3
Senior leadership ensures that DEI is prioritized in their respective schools, colleges, and departments	74	26 ✓	3	0	0	1
Student opinions play a key role in leading diversity-related change efforts on campus	85 ✓	17	0	0	0	0
Campus diversity efforts are data-driven and evidence-based	79 ✓	25	0	0	0	0
Adequate financial resources exist to drive campus diversity efforts	43	51 ✓	6	3	0	1

DIVERSITY-FOCUSED FINANCIAL STRATEGIES

	UL Lafayette	HEED Winners
Diversity goals are embedded in the overall budget process		82%
Annual diversity fundraising campaign	✓	67%
Campus-wide diversity incentive grants	✓	75%
Apply for federal diversity grants (NSF, NIH, Dept. of Education, etc.)	✓	93%
Dedicated development officer focused on diversity	✓	59%
Qualified diversity endowment fund	✓	65%
Diversity-themed alumni fundraising campaign	✓	73%
Financial resources set aside for internal diversity and inclusion awards	✓	91%

DIVERSITY TRAINING PROGRAMS

	UL Lafayette	HEED Winners
Full-time faculty	✓	**99%**
Full-time staff	✓	**98%**
Full-time students	✓	**93%**
Senior leadership	✓	**97%**
Search committee heads	✓	**95%**
Search committee members	✓	**94%**
Campus police force	✓	**89%**
Governing board members	✓	**57%**

UNCONSCIOUS BIAS TRAINING

	UL Lafayette	HEED Winners
Full-time faculty	✓	**95%**
Full-time staff	✓	**94%**
Full-time students	✓	**87%**
Senior leadership	✓	**94%**
Search committee heads	✓	**95%**
Search committee members	✓	**94%**
Campus police force	✓	**88%**
Governing board members	✓	**50%**

INSTITUTIONAL BRANDING/COMMUNICATION

MULTICULTURAL BRANDING
AND COMMUNICATION TECHNIQUES

	UL Lafayette	HEED Winners
Social media used for multicultural marketing (YouTube, Facebook, LinkedIn, Instagram, Twitter, etc.)	✓	98%
Multicultural communications specialist		45%
Diversity-focused admissions materials and brochures	✓	94%
Marketing/advertising in diversity publications and websites		94%
Student ambassadors communicate college diversity to prospective students and parents	✓	100%
Display diversity awards on website	✓	96%
Link to diversity office on website homepage	✓	85%

DIVERSITY-RELATED OFFICES ON CAMPUS

	UL Lafayette	HEED Winners
International office	✓	**90%**
Veterans' office	✓	**83%**
LGBTQ+ office		**72%**
Religious services office	✓	**53%**
Multicultural affairs office	✓	**88%**
Disability services office	✓	**99%**

SUPPLIER DIVERSITY OFFICE EFFORTS

	UL Lafayette	HEED Winners
Have a written plan that includes annual spending goals for diverse suppliers		38%
Supplier diversity plan is a component of institution's strategic diversity plan		43%
Submit a written supplier diversity report at least once a year		42%
All employees who have unit/departmental/institution-wide spending authority are aware of supplier diversity policies		48%
Provide training to all employees with spending authority to encourage use of diverse suppliers		39%
Include language in all RFPs encouraging diverse suppliers to submit a bid		46%
Supplier diversity office hosts workshops or events for potential diverse suppliers to learn how to navigate processes		47%
Use accountability metrics on a regular basis to track supplier diversity goals		43%
Recognize employees who exceed supplier diversity targets		12%
Require diverse suppliers to submit a breakdown of workforce by race/ethnicity in proposals/bids		22%
Current institutional spending goals for diverse suppliers is more than 10%		35%

DIVERSITY-RELATED INFORMATION
ON WEBSITE

	UL Lafayette	HEED Winners
Every open job posting listed on human resources page includes a statement encouraging diverse candidates to apply	✓	93%
Human resources page includes information about diversity training	✓	77%
Study abroad office page includes specific opportunities for underrepresented students (scholarships, etc.)	✓	86%
Procurement/supplier diversity office page lists opportunities for minority- and women-owned businesses		71%
Disability services office page links to the career services page	✓	61%
Human resources page includes information about affinity/employee resource groups	✓	63%
Student demographics are posted on website	✓	93%
Faculty demographics are posted on website		80%
Sections of website are translated into other languages		44%

CHIEF DIVERSITY OFFICER ROLE

CHIEF DIVERSITY OFFICER'S ROLE POSITIONED FOR SUCCESS

	UL Lafayette	HEED Winners
Chief diversity officer has input into the budget for their office	✓	96%
Chief diversity officer has their own budget	✓	96%
Chief diversity officer position is an executive-level or cabinet position	✓	93%
Chief diversity officer can attend governing board meetings and present the case for campus DEI	✓	95%
Chief diversity officer reports to the president	✓	88%
Chief diversity officer is actively involved in supplier diversity efforts		61%

ADDRESSING RACISM AND HATE CRIMES

	UL Lafayette	HEED Winners
Formed an anti-racism committee	✓	55%
Written anti-racism policies		58%
President/chancellor has sent out clear communications to the campus community denouncing all forms of racism	✓	94%

STRATEGIES FOR HELPING STUDENTS DEVELOP CULTURAL COMPETENCE

	UL Lafayette	HEED Winners
General education diversity requirement		75%
Faculty are requested to incorporate diversity into their curriculum, when applicable	✓	90%
Diversity courses for students	✓	98%
Multicultural events on campus	✓	99%
Issues of diversity are woven into the first-year experience program	✓	92%
Opportunities are offered for low-income and Pell Grant-eligible students to study abroad	✓	94%

AFFINITY OR EMPLOYEE RESOURCE GROUPS

	UL Lafayette	HEED Winners
African American	✓	91%
Hispanic/Latinx		88%
Asian/Asian American		72%
Native American/Alaska Native		42%
Disability		48%
Veterans		49%
LGBTQ+	✓	90%
Women	✓	74%
Religious		38%
Multiracial		41%

DIVERSITY COUNCIL

	UL Lafayette	HEED Winners
Diversity council reports to the president	✓	61%
Diversity council meets at least quarterly	✓	89%
Diversity council members include administrators	✓	93%
Diversity council members include faculty	✓	95%
Diversity council members include staff	✓	94%
Diversity council members include students	✓	80%
Diversity council members include governing board members		22%
Diversity council has input on campus-wide DEI planning	✓	93%

TACTICS USED TO UNDERSTAND ISSUES OF CAMPUS CLIMATE, INCLUSION, AND SATISFACTION

	UL Lafayette	HEED Winners
Campus-wide climate survey for students	✓	**87%**
Campus-wide climate survey for faculty	✓	**81%**
Campus-wide climate survey for staff	✓	**82%**
Unit-wide or individual college (i.e. Engineering School, Business School) campus climate surveys	✓	**50%**
Used results from the campus-wide climate survey data as a basis for creating or updating institutional diversity plan	✓	**75%**

LGBTQ ISSUES

	UL Lafayette	HEED Winners
Gender-neutral bathrooms	✓	98%
Same-sex partner healthcare benefits for employees	✓	95%
Trans-inclusive health benefits	✓	77%

DEI BEST PRACTICES

	UL Lafayette	HEED Winners
Safe spaces for all religious prayer	✓	94%
Religious holiday exemptions for students/employees of non-Christian faiths		89%
Clear published guidelines differentiating free speech from hate speech	✓	68%
Mental health counselors specifically trained to assist people from underrepresented groups	✓	96%
Committee to address possible historical ties institution may have to past injustices (building names, statues, etc.)	✓	64%
Maternity leave policy	✓	97%
Paternity leave policy	✓	95%
Adoption leave policy	✓	95%
Work from home policy	✓	94%

OFFERINGS FOR STUDENTS WITH DISABILITIES

	UL Lafayette	HEED Winners
Instructional materials in accessible formats	✓	99%
Wheelchair-accessible curbs and building ramps	✓	99%
Wheelchair-accessible buildings (excluding certified historic ones)	✓	98%
Online learning systems accessible to all students	✓	97%
Sign language translators in the classroom	✓	93%
Elevators in all buildings (excluding certified historic ones)	✓	91%
Computer-assisted real-time captioning	✓	98%
Accessible online employment application	✓	94%
Textbooks in braille	✓	91%
Section 508 website compliance	✓	93%
Career opportunities/career fairs for students with disabilities	✓	77%

ABOUT *INSIGHT INTO DIVERSITY*

INSIGHT Into Diversity is the oldest and largest diversity magazine and website in higher education today. For over 40 years, *INSIGHT Into Diversity* has connected potential employees with institutions and businesses choosing to embrace a workforce more reflective of our local and national communities.

ADVERTISING

Employers advertising with *INSIGHT Into Diversity* magazine reach hundreds of thousands of readers per issue. In addition, more than 300,000 people visit our website monthly. No other diversity publication comes close to our numbers.

We serve as a comprehensive recruiting vehicle for our advertisers because our definition of diversity goes beyond race and ethnicity. Our pool of job seekers is broad and vast, in part because we've formed strategic partnerships with organizations representing a wide range of talented individuals.

INSIGHT Into Diversity successfully connects employers to the most highly qualified individuals regardless of race, color, national origin, religion, gender, age, disability, medical condition or history, veteran status, gender identity or expression, and sexual orientation.

NEWS & FEATURES

The magazine also strives to advance the national conversation about diversity and inclusion through thought-provoking articles on current trends and relevant news; interviews with innovators, thought leaders, and experts; explorations of best practices; and profiles of successful programs and initiatives. We hope to engage readers with the goal of achieving a more inclusive culture on both academic and corporate campuses.

INSIGHT *Into Diversity*®

CONTACT US

INSIGHT Into Diversity
50 Crestwood Executive Center, Suite 526
St. Louis, MO 63126
314.200.9955

insightintodiversity.com