



DIVERSITY INITIATIVES

Office for Inclusion & Community
2022 - 2023 Annual Report

We welcome, educate, and empower
a diverse community of learners for
lives of meaning, impact, and joy.

Christopher Jones
Senior Diversity & Inclusion Officer
Office for Inclusion & Community



This Annual Report represents not only a report of the activities from our past academic year, but is also a bridge to the future in our pursuit of inclusive excellence as a University. In a time when the national conversation is occupied with opposition to the value of efforts to promote diversity, equity, and inclusion in higher education, it has also been a time where the work of advancing diversity, equity, and inclusion on our campus has never been more necessary to confront the challenges we face as a campus and in our larger society. As I reflect on the efforts of our faculty, students, and staff over this year, I am encouraged by how we have moved forward as a community and look toward a future together that benefits us all collectively.

In this report, highlights include the activities of Campus Diversity and Inclusion and Native Student Programs, which provide great benefit to our university community, both in education, programming, and sponsorship of activities. This year has shown progress on Cabinet-level Initiatives, including programs of impact like Diversity-In-Action and the Inclusive Community and Justice Fund. I have the pleasure of serving as co-chair of the Anti-Racism Committee, which began during the past year with organization and activity to develop the University's first Anti-Racism Action Plan.

As we prepare to go into a new year, we do so with a new University strategic plan, "Forward Together", that calls out our institutional commitment to diversity, equity, and inclusion in specific and deliberative ways in all areas of campus life. To meet this new way forward, I am introducing a new moniker to reflect our collective approach, The Office for Inclusion & Community. This new name reflects our path to leading growth that models inclusive excellence as an institution. There is a rich diversity that is represented throughout our university community and our recurring challenge is to develop our community to be a welcoming environment that is supportive to the aspirations and goals of all of its members. I hope you will view this report with a sense of pride in the work that has been done and understanding we have more to do to create the reality of inclusive excellence at the University of Redlands.

With gratitude and thanks,

A handwritten signature in black ink that reads "Christopher Jones".

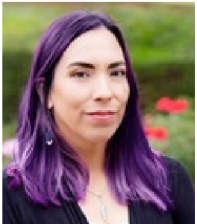
Christopher Jones, J.D.
Senior Diversity and Inclusion Officer

Meet Our Team



Christopher Jones, J.D., Senior Diversity and Inclusion Officer

Christopher Jones, J.D., is the University of Redlands Senior Diversity and Inclusion Officer. Christopher leads the university in building and sustaining a culture of diversity, inclusion, and equity to ensure all constituents are able to learn and work in a welcoming environment.



Nóra Pulskamp Director, Native Student Programs

Nóra is a member of the Navajo Nation. She is Tsi'naajinii clan, and her maternal grandfather is Tódich'ii'nii clan. Pulskamp leads the recruitment and retention efforts of Native students at the University. With over 22 years of experience in higher education, she is driven to address the disparities and challenges faced by Native college students.



Elizabeth Shulterbrandt, Assistant Director, Native Student Programs

Elizabeth oversees the University's retention of Native American, Alaska Native, and Native Hawaiian students. Although originally from the U.S. Virgin Islands of mixed Black and White heritage, she has been honored to work in the Native community in Southern California for over 10 years, helping Native students achieve their educational goals.



Monique Stennis, Director of Diversity Initiatives

Monique oversees the University's diversity programming and initiatives through her unique perspectives and communication background. She is also a Restorative Justice Facilitator and Equity Advisor. Stennis believes fair and just practices are vital to fostering a diverse and inclusive campus.



Peter Tupou, Associate Director of Diversity Initiatives

Peter oversees the student interns who work in the Multicultural Center, Pride Center, Gender Justice Center, and First Generation Student Programs. He strives to empower student employees with meaningful experiences in the work of equity and inclusion.

Native Student Programs

Snapshots



Diversity Initiatives

by the numbers




80

Over 80 DEI+ programs provided to the community

4,900+

total event participants



20+

Campus Unit Held Events



12

Student, Faculty, and Staff Organizations

Diversity Initiatives

Snapshots



Diversity Initiatives

Snapshots



Kristina Wong, The Auntie SewingSquad.

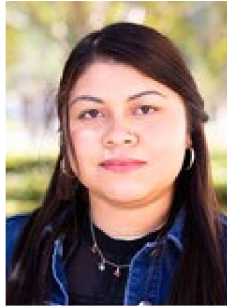


Author Robert Lee Johnson, Unity & Activism.

Campus Diversity and Inclusion Interns



Hannah Abboud '23
She, Her
Gender & Justice



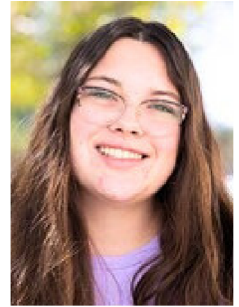
Isela Benavides '24
She, Her
Gender Justice Center



Chelsee Colombo '24
She, They
Pride Center



Liz Martinez-Gonzalez '25
She, They
Pride Center



Isabelle Goslan '24
She, Her
Multicultural Policy



Nicole Martin '23
She, Her
Pride Center



Quynh Nguyen '24
She, Her
Global Programs



Aka Plaza '23
He, Him
Pride Center



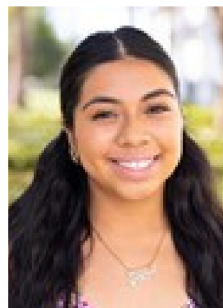
Elly Revard '23
She, Her
Gender Justice Center



Zharit Brand
Robles '23
She, Her
I'm Going to College



Jade Rosales '25
She, They
I'm Going to College



Jenni Sacor '23
She, Her
Multicultural Center



Shaniya Scott '26
Any Pronouns
First-Gen Student Programs

Our Principles

Developed by CDI interns 2022



Be Kind

We treat each other, our team, and ourselves with respect and empathy. Each person belongs and each voice matters.



Integrity

Be honest, be transparent, be candid, and absolutely respect confidentiality.



Listen

Practice active and positive listening. Avoid defensive responses to criticism.



Speak up

Open and vigorous debate and discussion prior to decisions, and faithful implementation thereafter.



Accountability

Respond promptly and openly to inquiries from students, colleagues, and supervisors.



Exemplary Execution

In all that we do, aspire to exemplary execution and representing CDI in a first-class, professional, and authentic manner.



Living on Common Ground

We value equity, inclusion, and dignity for all. We strive for excellence and recognize that our differences make us stronger. We respect and seek out inclusion of differences, realizing we can learn from each other. We insist on a culture of respect, and recognize that words and actions matter.



Collaborative

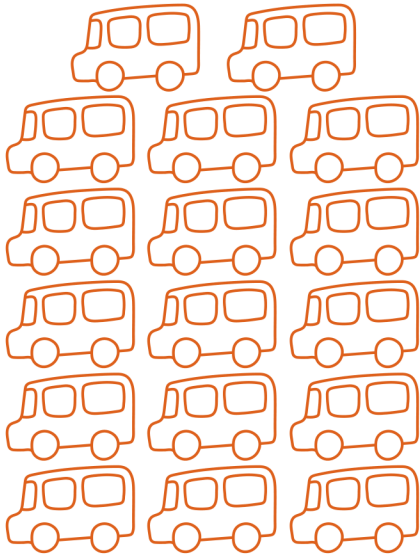
Consult with affected constituencies before decisions are made. Vet proposed ideas before bringing them to the collective. Use supervisors individually and interns collectively as sounding boards for difficult decisions and issues.

I'm Going to College

Program Snapshots

A FIRST GENERATION STUDENTS PROGRAM; SINCE 2004

I'm Going to College is a program designed to introduce K-8 grade students to higher education. Participants receive a guided campus tour, led by interns and volunteers. Lunch is often provided at the dining commons. The program concludes with a question and answer session with University students.



1,222
PARTICIPANTS

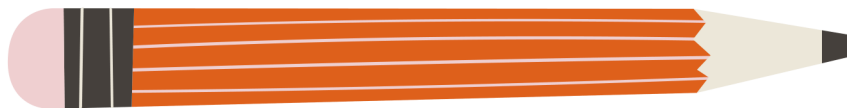


Enough to fill 17 school buses

150 Chaperones

Everything was perfect. Thank you so much for having us. You are all amazing! 10 stars!

-Cawston Elementary, Hemet California



20

Schools participated, including students from Pomona, Coachella Valley, and Lake Elsinore.

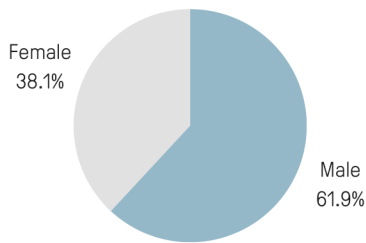
Summer Bridge Program

Program Snapshots

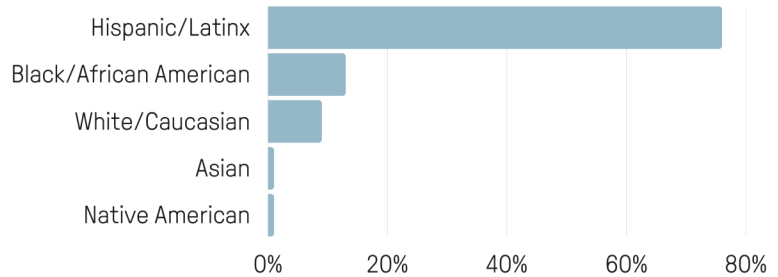
A FIRST GENERATION STUDENTS PROGRAM, SINCE 2004

Summer Bridge Program is a week-long immersive introduction to the University. All first-gen student participants gain academic strategies and strengthen their cultural competencies through classes, workshops, and discussions with campus stakeholders.

Participants by Gender




Participants by Race



 **135**
Mentees and Mentors

47 Facilitators

\$386*
Average cost per student
*Funded by donations

 My overall Summer Bridge experience was amazing. It has helped me feel more ready for college and I now feel that I have a community of people who will support me through the years. -Summer Bridge Mentee '22

Faculty Facilitators by Majors

- Biology
- Chemistry
- Ethics
- First Year Seminar
- U.S. History
- Music
- Physics
- Race and Ethnic Studies
- Women, Gender, and Sexuality Studies
- U.S. Government & Politics

Community Workshops

- Multiple Dimensions
- Self & Community
- Serrano and Cahuilla History

Resource Sessions

- Academic Success and Accessibility
- Black Student, Faculty, Staff, Administrators, and Alumni Association (BSFSAA)
- Community Service Learning
- Community Standards & Wellbeing
- Johnston Center for Integrative Studies Native Student Programs
- Office of Career & Professional Development
- Outdoor Programs
- Residence Life & Housing
- Student Financial Services

Book Lending Program

Program Snapshots

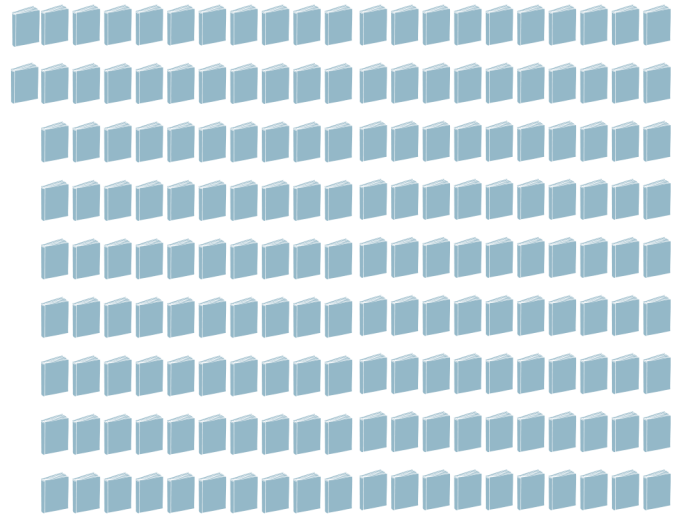
FIRST GENERATION STUDENTS PROGRAM, SINCE 2004

To further support first-generation students, the campus Book Lending Program is now automated thanks to the leadership of the Campus Diversity and Inclusion team, Student Financial Services, the Registrar's Office, Armacost Library, and Information Technology Services.

182 LEARNING MATERIALS* ISSUED

*Includes textbooks, rentals, lab kits, online access codes, and technology tools

 = 1 LEARNING MATERIAL



321 PROGRAM PARTICIPANTS

 = 1 PROGRAM PARTICIPANT



320 Staff Hours Saved

Heartfelt Gratitude

Dear University,

My name is Starla Murillo and I'm going to be a senior at the University of Redlands. I just wanted to start off by thanking you for supporting the Book Lending Program--it has helped me and others tremendously. Your support has allowed me to thrive in and out of the classroom in many ways.

A little bit about me is that I grew up in Fremont, CA with deaf parents. This wasn't always easy since I was already a minority in my community ethnicity-wise, but I have found there to be benefits when it comes to having deaf parents in a mostly-hearing community. I found my passion for the medical field at a really young age. I grew up playing all the sports possible, from baseball to gymnastics, and found my passion for medicine through these activities. Now, I am a student-athlete whose double majoring in Biology and Psychology with a minor in Chemistry. I am also part of some very exciting clubs on campus such as Volunteers Around the World and Phi Sigma Society.

I look forward to matriculating to medical school after taking a gap year when getting my bachelor's degree. In my freshman year of college, when I first saw how much a textbook was going to cost me on top of the other textbooks and materials required for my classes I felt very overwhelmed. Thankfully, I found out about the Book Lending Program which has made my college journey a lot smoother. It's nice to know that we college students aren't expected to figure out how to pay for costly resources like textbooks all by ourselves and there are programs in place, like this, to help us out.

This program has helped me in so many ways, and thanks to you it will continue to financially support me and other students as we continue to pursue our academic careers.

Many thanks and Och Tamale,

Starla Murillo

Redlands Class of 2024

Biology and Psychology Major

Students Together Empowering Peers

First Generations Student Programs

155 Total student participants—99 first-year mentees, 54 mentors, and two lead mentors.

Program participants were provided with the myriad of available campus resources to ensure their college success.

Participants received a commemorative banquet to celebrate the completion of their first college semester.

65 participants attended special workshops where they learned how to manage the demands of college

Annexstad Scholars



The
Annexstad
Family Foundation

The Annexstad Family Foundation provides scholarships to first-generation college students to provide a financially accessible path to college. We are proud to award this scholarship to two commuter students every year, creating a community of up to eight Annexstad Scholars who receive ongoing support and guidance from Peter Tupou, our dedicated advisor. Through regular meetings and personalized attention, the scholars navigate and plan for their future.

Our commitment to the success of our Annexstad Scholars is more than financial support. Every year, the Annexstad Foundation hosts a campus luncheon to celebrate the scholar's achievements and recognize the generous donors who make this program possible. We are grateful for the collaboration between the offices of Campus Diversity and Inclusion, Student Financial Services, and Advancement that enables us to provide a transformative college experience for our Annexstad Scholars.

"I wouldn't have been able to attend the U of R, much less graduate if not for the Annexstad Scholarship and the support from CDI and the Annexstad Foundation."

Yusvizaret Dimas '23

Improved Culture & Climate

COMMUTER LOCKERS

Commuter lockers in the Multicultural Center were made possible by the First Year Experience Committee.



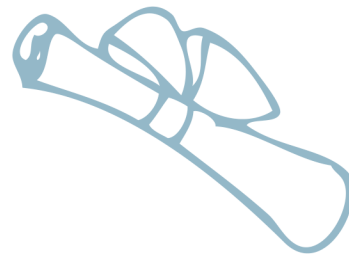
PRIDE ON CAMPUS



LGBTQIA2S+ Website Updates
Coming Out Resources
Programs and Activities
Resource List
Queer Dictionary

CAMPUS DIVERSITY AND INCLUSION COMMENCEMENT

First Generation Recognition Ceremony
Students of Color Recognition Ceremony
Lavender Recognition Ceremony



AUTOMATED BOOK LENDING PROGRAM



Video Tutorial
Student FAQ
Faculty FAQ
Donor Page

DIVERSITY AND INCLUSION EVENTS GUIDE IN ENGLISH AND SPANISH



Juneteenth '22 & '23

Snapshots



Race and Ethnic Studies Professor Jennifer Tilton was honored at the first annual Juneteenth Freedom Awards.

Left to right - Bishop Jackson Green of Second Baptist Church of Redlands and Jennifer Tilton.

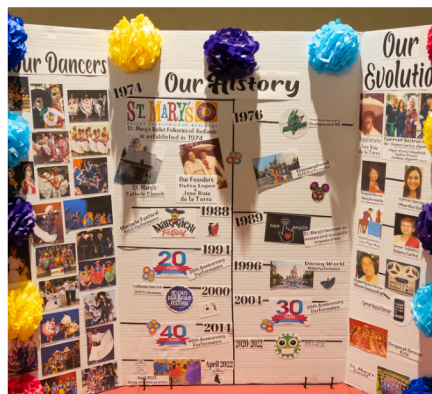


Hispanic Heritage Month

Snapshots



President Krista Newkirk is with Rita Moreno, award-winning singer, dancer, and actress at the Value of Diversity Conversation.



Diversity-In-Action

Cabinet Initiative



Dr. Ray Briggs, associate professor of music and assistant director of jazz studies in the Bob Cole Conservatory of Music at California State University, Long Beach teaches courses in ethnomusicology, African American music, and jazz history.

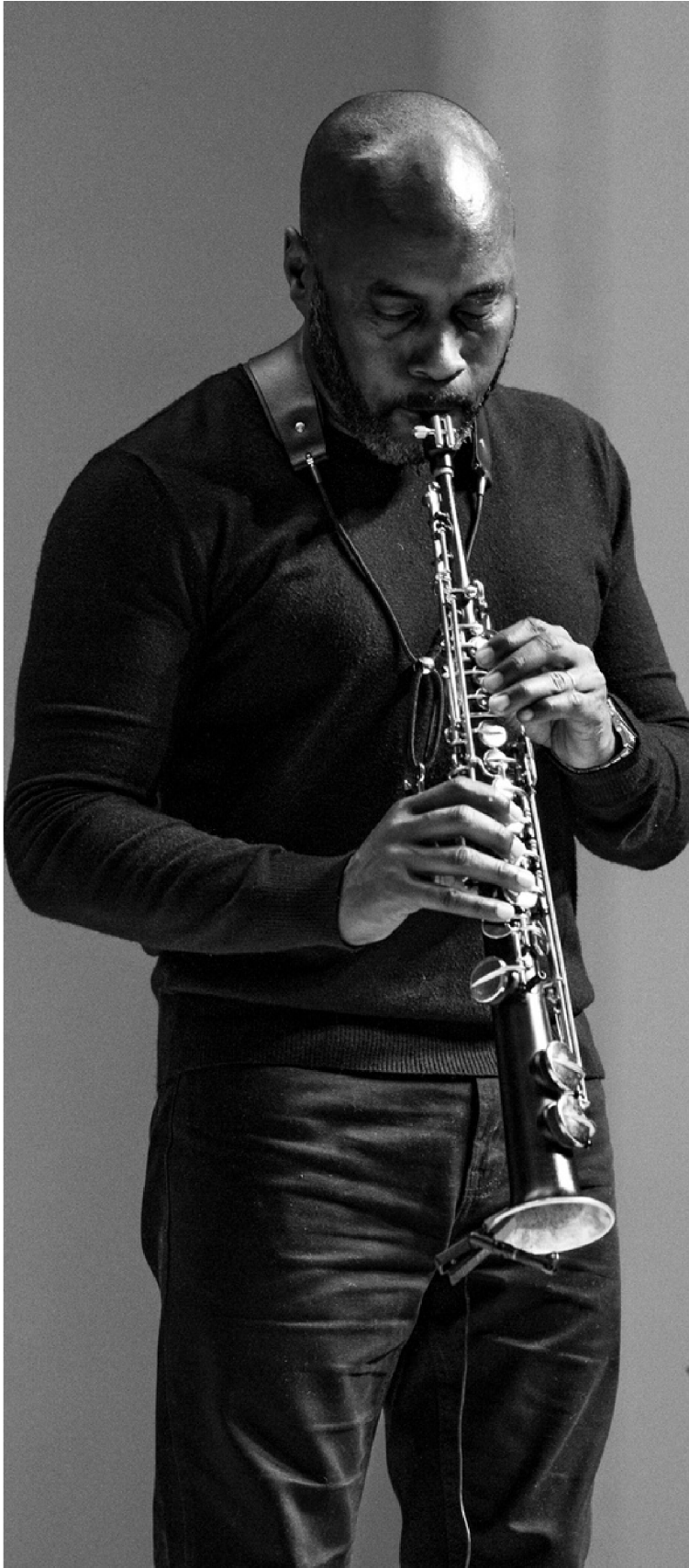
A WEEK WITH DR. RAY BRIGGS

- Foundations of Learning with Professor Mikaela Bjork
- Studio Jazz Band with Professor David Scott
- Race Theory with Professor Keith Osajima
- Recital Repertoire with the Conservatory of Music
- Catching-up with Campus Diversity and Inclusion
- I'm Going to College, Vernon Middle School



Diversity-In-Action

Cabinet Initiative



I was very much encouraged by the stimulating discussions with students in both Professor Bjork's Foundations of Learning and Professor Osajima's Race Theory classes. My interactions with the Dr. Joseph Modica and students in the School of Music were equally impactful and allowed me the chance to engage them in critical reflections on the relationship between music, curriculum, and cultural diversity. Rehearsing the Studio Jazz Band was a wonderful session filled with critical listening exercises and considerations of becoming a punctilious musician. The evening concert was an exhilarating experience during which I attempted to document the early African American experience through representative musical styles in addition to my own original works."

- Dr. Ray Briggs

Campus Programming

Diversity, Equity, Inclusion, Social Justice, and Belonging

Fall Events and Programs	Sponsors	Attendance
International Student Orientation	International Students and Scholars; Diversity Initiatives	10
Pride Center Community Meet & Greet	Diversity Initiatives; Pride Center	30
Workshop: First-Generation Student Program and Diversity Initiatives	Diversity Initiatives	60
Johnston First-Year Seminar Class	Johnston and Diversity Initiatives Residence Life and Diversity Initiatives	26
Residence Life Resource Fair & Training	Diversity Initiatives	60
Touch Base: Diversity Clubs	Diversity Initiatives	10
Automated Book Lending Program Workshop	Diversity Initiatives	30
WGS 153 Activism Lab	Women, Gender, and Sexuality Studies, and Campus Diversity and Inclusion (CDI)	7
What the F&%\$ Now? Reproductive Justice	Public Square, Diversity Initiatives, Race and Ethnic Studies (REST), Women, Gender, and Sexuality Studies, and Associated Students of the University of Redlands (ASUR) Social Affairs	50
Dia De Los Muertos Catrina Altar Craft Kit	Diversity Initiatives and Multicultural Center	14
Catching-Up with CDI: Study Away & the First-Generation Ambassador Program	Diversity Initiatives	25
Juliet Takes a Breath by Gabby Rivera (audio version)	Diversity Initiatives	15
Value of Diversity: A Conversation with Rita Moreno (convocation speaker)	Associated Students of the University of Redlands (ASUR)	500
Celebrating Hispanic Heritage at the Maker Space	University of Redlands Staff and Administrators Assembly (URSAA); Information Technology Services (ITS); Human Resources, ASUR Social Affairs; Campus Diversity and Inclusion	40
Catching-Up With CDI: Hispanic Serving Institution (HSI)	Diversity Initiatives	30
Public Square Conversation: Celebrating Mexican American History & Culture in Redlands	Public Square; Diversity Initiatives; People's History of the IE; A.K. Smiley Library; REST; ASUR Social Affairs	300
Banned Books Week: All Boys Aren't Blue by George M. Johnson (audio version)	Armacost Library; Women, Gender, and Sexuality Studies; Race and Ethnic Studies; Spanish, Creative Writing, and English departments; Sigma Tau Delta; Creative Writing Society; Johnston; Diversity Initiatives	20

Campus Programming

Diversity, Equity, Inclusion, Social Justice, and Belonging

Fall Events and Programs	Sponsors	Attendance
Banned Books Week: Clothes Pins Visual Project	Sigma Tau Delta; Creative Writing Society	NA
Catching-Up With CDI: Anti-Racist Committee and Senior Diversity & Inclusion Officer Update	Diversity Initiatives	17
Banned Books Week: Poetry & Quote Bombing	Sigma Tau Delta; Creative Writing Society	15
Banned Books Week: Scavenger Hunt	Sigma Tau Delta; Creative Writing Society	NA
Banned Books Week: Read Out!	Armacost Library; Women, Gender, and Sexuality Studies; Race & Ethnic Studies; Spanish, Creative Writing Society; Johnston; Diversity Initiatives; Associated Students of the University of Redlands	50
Banned Books Week: Panel Discussion	Armacost Library; Women, Gender, and Sexuality Studies; Race & Ethnic Studies; Spanish, Creative Writing Society; Johnston; Diversity Initiatives; and Associated Students of the University of Redlands	15
Catching-Up With CDI: First-Generation College Students and First-Gen Family	Diversity Initiatives	15
Queer, Trans, and Gender Affirming Resources and Information Session	Diversity Initiatives; Pride Center	14
LGBT Allyship Workshop with Addie Davidove	School of Continuing Studies	7
Homecoming & Family Weekend: Drag Bingo	Diversity Initiatives; Pride Center	60
Homecoming & Family Weekend: Art Exhibit showcasing works from the artist Okey Ofomata and the Aziz Gallery	Diversity Initiatives; Black Student, Faculty, Staff, Administrators, and Alumni Association	100
Catching-Up With CDI: Outdoor Programs	Diversity Initiatives	10
Homecoming & Family Weekend: Skate Party	Diversity Initiatives; Black Student, Faculty, Staff, Administrators, and Alumni Association	200
Homecoming & Family Weekend: BSU Day	Admissions; Black Student, Faculty, Staff, Administrators, and Alumni Association	300
Dia De Los Muertos or Day of the Dead; Ofrendas Community Alter	Diversity Initiatives; Multicultural Intern; Associated Students of the University of Redlands	NA

Campus Programming

Diversity, Equity, Inclusion, Social Justice, and Belonging

Fall Events and Programs	Sponsors	Attendance
Catching-Up With CDI: Conversation with actress DeEtta West	Diversity Initiatives; School of Education	20
Day of the Dead Late Night Fun	Associated Students of the University of Redlands	80
National First-Gen College Student Day	Diversity initiatives; First-Gen Family; Student Involvement and Success; Associated Students of the University of Redlands	120
Access to Bodily Autonomy with Dr. Abraham Weil '09	Public Square; School of Education; Diversity Initiatives; Race and Ethnic Studies; Women, Gender, and Sexuality Studies; Associated Students of the University of Redlands	15
Catching-Up With CDI: Table Talk with President Newkirk	Diversity Initiatives	15
National Hunger & Homeless Awareness Week/Rise Against Hunger	Armacost Library; Women, Gender, and Sexuality Studies; Race and Ethnic Studies; Spanish, Creative Writing Society; Johnston; Diversity Initiatives; Associated Students of the University of Redlands	150
Catching-Up With CDI: Love is at the Root of Resistance	Diversity Initiatives	15
Catching-Up With CDI: The Real Thanksgiving	Diversity Initiatives	5
Working Across Cultures in the Mental Health Professions	Counseling Center	8
NSO - invited to share resources about Campus Diversity and Inclusion and First-Gen Student Programs at the spring New Student Orientation	Diversity Initiatives	20
CDI Pop-up Lunch	Diversity Initiatives	25
Automated Book Lending Program Workshop	Diversity Initiatives	15
Community Support Condemning Acts of Violence	Diversity Initiatives	5
Dr. Martin Luther King, Jr. Peace Walk	University of Redlands Dr. Martin Luther King, Jr. Steering Committee	300
Katie Thew Memorial	Diversity Initiatives and DEFIANT	40

Campus Programming

Diversity, Equity, Inclusion, Social Justice, and Belonging

Spring Events and Programs	Sponsors	Attendance
Day of Dialogue: Building Beloved Communities: A Conversation on Bell Hooks, MLK, and the Tools of Liberation	School of Education; Center for Educational Justice	15
MLK Luminaria Ceremony	Community Service Learning	10
Unity & Activism with author Robert Lee Johnson	BSFSAA; BSU; Diversity Initiatives	60
Mendez versus Westminster: For All the Children Para Todos Los Niños	Sponsored by the Inclusive Community and Justice Fund	200
Fresh Check Day	Residence Life and Housing	192 students and volunteers
Black History Month display highlighting female music composers and performers (including a current student and an alumna)	Armacost Library	NA
Catching-Up With CDI: Multiculturalism in Greek with Jenni Sacor '23	Diversity Initiatives	15
UNBOUGHT, Core Ensemble Music Theater	Black Students; Faculty, Staff, & Administrators (BSFSSA); Diversity Initiatives	15
Community Support: Black Student Union and First-Gen Family Event	Senior Diversity & Inclusion Officer (SDIO)	70
Random Acts of Kindness Week - included daily activities in English and Spanish.	Armacost Library	NA
BIPOC Group	Counseling Center	NA
Transgender & Gender Nonconforming Group	Counseling Center	NA
LGBTQIA2S+ Group	Counseling Center	NA
Catching-Up With CDI: Belonging: The First-Gen College Student Dilemma with Shaniya Scott '26	Diversity Initiatives	10
Vagina Monologues	Diversity Initiatives; Gender Justice Center	50
Catching-Up With CDI: Belonging: The Harms of Conversion Therapy with Liz Martinez-Gonzalez '25	Diversity Initiatives	10
Catching-Up With CDI: Feminism in Latin America #4th Wave with Isela Benavides '24	Diversity Initiatives	10
Catching-Up With CDI: Diversity-In-Action with Dr. Ray Briggs, Activist-In-Residence	Diversity Initiatives	40
Gender Affirming Chest Binding Workshop	Diversity Initiatives; Pride Center in collaboration with Rainbow Pride Youth Alliance (RPYA)	5

Campus Programming

Diversity, Equity, Inclusion, Social Justice, and Belonging

Spring Events and Programs	Sponsors	Attendance
Social Justice Student Conference	Women, Gender, and Sexuality Studies; Race and Ethnic Studies; Campus Diversity and Inclusion.	200
ASA Night Market	Asian Student Association	300
Kristina Wong	Diversity Initiatives; Gender Justice Center	60
International Transgender Day of Visibility Pop-up Book and Lobby Display	Armacost Library	NA
Multicultural Festival	Diversity Initiatives; Multicultural Center	300
Mental Health Matters with Dr. Cornel West	Event Services	NA
First-Generation Recognition Ceremony	Diversity Initiatives; First-Generation Intern	350
Lavender Recognition Ceremony	Diversity Initiatives; Pride Center Intern	185
Students of Color Recognition Ceremony	Diversity Initiatives; Pride Center Intern	400
Johnston Drag Show	Johnston Center for Integrative Studies	130
No Cap to Success	Diversity Initiatives	35
St. Mary's Ballet Folklorico of Redlands	Diversity Initiatives	20
Women's History Month Events (Health, Activism, and Education)	Women's and Gender Justice Center	NA
T-Camp Orientation	Pride Center	60
Asian Americans and Pacific Islanders Heritage Month	University of Redlands Staff Assembly; Makerspace	25
Queer Artwork Pici Marie, Johnston Alum	Pride Center	4
Pop-up book display in recognition of Asian American, Native Hawaiian, and Pacific Islander Month	Armacost Library	NA
Mental Health Awareness Month: Provided resources, interactive engagements, and a dedicated meditative space	Armacost Library	100
The Juneteenth Freedom Awards Reception - Building Bridges to the Generations	Unity in the Community (UIC) — a partnership of local Black churches, the Redlands Police Department, and the University of Redlands	NA
Juneteenth Display	Armacost Library	NA
Dr. Damon Williams	Board of Trustees	50

University of Redlands

Fast Facts

IPEDs data effective October 2022

Undergraduate and Graduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	38	15	53	28	24	52	66	39	105
Hispanic/Latino	417	593	1010	350	112	462	767	705	1472
American Indian or Alaska Native	6	7	13	6	2	8	12	9	21
Asian	70	64	134	55	14	69	125	78	203
Black or African American	66	50	116	40	29	69	106	79	185
Native Hawaiian or Other Pacific Islander	7	6	13	4	7	11	11	13	24
White	446	492	938	196	81	277	642	573	1215
Two or More Other Races	62	83	145	18	7	25	80	90	170
Unknown	19	9	28	23	14	37	42	23	65
TOTAL	1131	1319	2450	720	290	1010	1851	1609	3460

Graduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	19	6	25	28	20	48	47	26	73
Hispanic/Latino	107	33	140	307	49	356	414	82	496
American Indian or Alaska Native	1	0	1	3	1	4	4	1	5
Asian	29	4	33	44	9	53	73	13	86
Black or African American	24	8	32	29	18	47	53	26	79
Native Hawaiian or Other Pacific Islander	2	1	3	4	5	9	6	6	12
White	114	34	148	155	44	199	269	78	347
Two or More Other Races	3	1	4	14	3	17	17	4	21
Unknown	9	1	10	15	3	18	24	4	28
TOTAL	308	88	396	599	152	751	907	240	1147

Undergraduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	19	9	28	0	4	4	19	13	32
Hispanic/Latino	310	560	870	43	63	106	353	623	976
American Indian or Alaska Native	5	7	12	3	1	4	8	8	16
Asian	41	60	101	11	5	16	52	65	117
Black or African American	42	42	84	11	11	22	53	53	106
Native Hawaiian or Other Pacific Islander	5	5	10	0	2	2	5	7	12
White	332	458	790	41	37	78	373	495	868
Two or More Other Races	59	82	141	4	4	8	63	86	149
Unknown	10	8	18	8	11	19	18	19	37
TOTAL	823	1231	2054	121	138	259	944	1369	2313

University of Redlands

Fast Facts

IPEDs data effective October 2022

Undergraduate and Graduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	3%	1%	2%	4%	8%	5%	4%	2%	3%
Hispanic/Latino	37%	45%	41%	49%	39%	46%	41%	44%	43%
American Indian or Alaska Native	1%	1%	1%	1%	1%	1%	1%	1%	1%
Asian	6%	5%	5%	8%	5%	7%	7%	5%	6%
Black or African American	6%	4%	5%	6%	10%	7%	6%	5%	5%
Native Hawaiian or Other Pacific Islander	1%	0%	1%	1%	2%	1%	1%	1%	1%
White	39%	37%	38%	27%	28%	27%	35%	36%	35%
Two or More Other Races	5%	6%	6%	3%	2%	2%	4%	6%	5%
Unknown	2%	1%	1%	3%	5%	4%	2%	1%	2%

Graduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	6%	7%	6%	5%	13%	6%	5%	11%	6%
Hispanic/Latino	35%	38%	35%	51%	32%	47%	46%	34%	43%
American Indian or Alaska Native	0%	0%	0%	1%	1%	1%	0%	0%	0%
Asian	9%	5%	8%	7%	6%	7%	8%	5%	7%
Black or African American	8%	9%	8%	5%	12%	6%	6%	11%	7%
Native Hawaiian or Other Pacific Islander	1%	1%	1%	1%	3%	1%	1%	3%	1%
White	37%	39%	37%	26%	29%	26%	30%	33%	30%
Two or More Other Races	1%	1%	1%	2%	2%	2%	2%	2%	2%
Unknown	3%	1%	3%	3%	2%	2%	3%	2%	2%

Undergraduate Students	Total Full-Time			Total Part-Time			Grand Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
US Non-Resident	2%	1%	1%	0%	3%	2%	2%	1%	1%
Hispanic/Latino	38%	45%	42%	36%	46%	41%	37%	46%	42%
American Indian or Alaska Native	1%	1%	1%	2%	1%	2%	1%	1%	1%
Asian	5%	5%	5%	9%	4%	6%	6%	5%	5%
Black or African American	5%	3%	4%	9%	8%	8%	6%	4%	5%
Native Hawaiian or Other Pacific Islander	1%	0%	0%	0%	1%	1%	1%	1%	1%
White	40%	37%	38%	34%	27%	30%	40%	36%	38%
Two or More Other Races	7%	7%	7%	3%	3%	3%	7%	6%	6%
Unknown	1%	1%	1%	7%	8%	7%	2%	1%	2%

University of Redlands

Fast Facts

IPEDs data effective October 2022

	FT Staff			PT Staff		
	Men	Women	Total	Men	Women	Total
US Non-Resident	0	0	0	0	0	0
Hispanic/Latino	44	75	119	5	13	18
American Indian or Alaska Native	4	4	8	1	0	1
Asian	20	24	44	1	1	2
Black or African American	13	22	35	2	6	8
Native Hawaiian or Other Pacific Islander	1	1	2	0	0	0
White	155	201	356	9	25	34
Two or More Other Races	2	8	10	0	0	0
Unknown	13	19	32	9	14	23
TOTAL	252	354	606	27	59	86

	FT Faculty			Adjunct		
	Men	Women	Total	Men	Women	Total
US Non-Resident	0	0	0	0	0	0
Hispanic/Latino	5	7	12	18	23	41
American Indian or Alaska Native	1	0	1	0	0	0
Asian	12	13	25	12	10	22
Black or African American	4	4	8	7	21	28
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	58	74	132	79	88	167
Two or More Other Races	0	1	1	0	3	3
Unknown	6	6	12	22	20	42
TOTAL	86	105	191	138	165	303

Definitions

Full-time (FT) Staff:

As defined by the institution. The type of appointment at the snapshot date determines whether an employee is full-time or part-time. The employee's term of contract is not considered in making the determination of full- or part-time.

Adjunct (Instructional):

An occupational category that is comprised of staff who are either: 1) Primarily Instructional or 2) Instructional combined with research and/or public service. The intent of the Instructional Staff category is to include all individuals whose primary occupation includes instruction at the institution.

Part-time (PT) Staff:

As determined by the institution. The type of appointment at the snapshot date determines whether an employee is full-time or part-time. The employee's term of contract is not considered in making the determination of full- or part-time. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.

The University human resources department defines a "full-time employee" as any person working 40 hours per week for a minimum of 9 months per year.

Special Thanks

We Raised
\$59,050.25

Raised for the Book Lending Program, Campus Diversity & Inclusion Fund, Alumni Board of Directors DEI Challenge, and the Pride Center

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Office for Inclusion & Community

Hunsaker Center, First Floor

1200 E. Colton Ave.

Redlands, CA. 92374

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