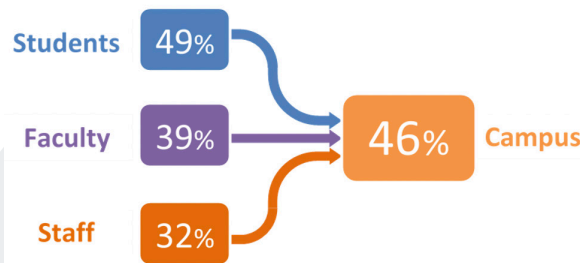


APPENDIX B RIT Diversity Index

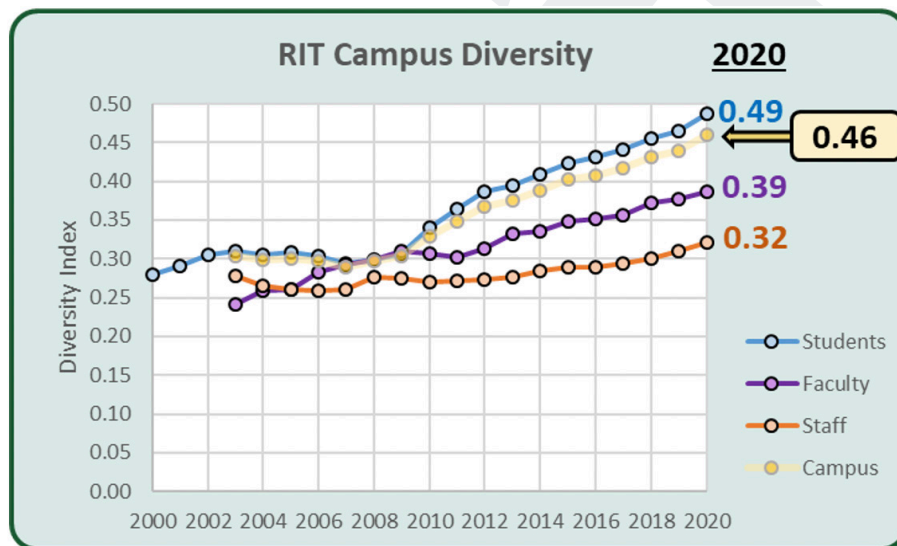
Today, to quantify diversity in the broadest capture of racial/ethnic differences, in a manner that is inclusive of all domestic categories, we ask the question: **What is the chance that two people chosen at random are of different race/ethnicity?**



RIT includes seven mutually exclusive categories in the index: white, African American and Black, Hispanic and Latinx, Asian, Native Hawaiian and Pacific Islander, American Indian and Alaska Native, and two or more races. All groups are represented—not just those that are historically underrepresented.¹⁷

In 2020, across the RIT campus there is a 46% chance (students – 49%, faculty – 39%, staff – 32%). By 2021 we expect to cross an important milestone for students where that occurrence becomes more likely than not (exceeding 50%), a significant departure from 20 years ago where it was merely 28%.

The *Diversity Index* documents this probability historically (scale: 0 – 1), painting a picture of how student, faculty, and staff diversity have evolved over time.



¹⁷ Drs. David P. Wick and Keith B. Jenkins. *Shaping an Institutional Narrative Around Diversity*. INSIGHT Into Diversity. February 19, 2018.

Further diversifying the RIT landscape are myriad students, faculty and staff who also differ by gender, sexual, religious, first generation, socioeconomic, veteran, disability, and international status, among others. Diversity and inclusion are fundamental aspects of RIT's identity as an institution and are intrinsically tied to its historic strength as one of America's most innovative and forward-looking universities.

DRAFT