Reimagining Inclusive Excellence Planning

Leading for Change:
Diversity Practices in Higher Education 2014 Conference
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Facilitators

- Sylvia Spears, Ph.D., Vice President, Diversity and Inclusion
- Robert Amelio, Director of Diversity Education and Human Relations
Reimagining Inclusive Excellence (IE) Planning

- Overview of Inclusive Excellence
- Inclusive Excellence at Emerson
- Inclusive Excellence Action Planning
- Practical Application
Emerson College Mission Statement

“Emerson College educates students to assume positions of leadership in communication and the arts and to advance scholarship and creative work that bring innovation, depth, and diversity to these disciplines.”
A Commitment to Inclusive Excellence

“With the strong will of this community and a commitment to full engagement with diversity across the institution, we seek to become the leading institution for inclusive excellence among our peers in the arts and communication.”

Lee Pelton, President
Inclusive Excellence

- How do you define inclusive excellence?
- What does it look like (or, what could it look like) on your campus?
Inclusive Excellence

“… active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities.”

American Association of Colleges and Universities
Inclusive Excellence Philosophy

- Institutional excellence is not possible without full engagement with diversity.

- All members of our community, especially students, benefit educationally from participating in a community where people differ from one another.

- We have an ethical responsibility to ensure that all students, faculty, and staff have an opportunity to succeed.

- Emerson graduates must have the intercultural competence to live and work in a diverse world.

- An inclusive community is characterized by mutual respect, a sense of belonging, and personal safety.
Inclusive Excellence at Emerson

Vision: To be a known as a leading institution for inclusive excellence among our peers in the arts and communication

Office of Diversity and Inclusion

Access & Success

Climate & Human Relations

Teaching, Learning & Scholarship

Global & Civic Engagement

Recognition & Accountability

Infrastructure

Council for Inclusive Excellence

Inclusive Excellence Framework
Inclusive Excellence = Institutional Excellence

Academic Excellence

Globalization

Civic Engagement

Teaching, Learning, & Research

Access & Success Climate

Innovation

Financial Strength & Stability
Inclusive Excellence Pillars

■ What are some of the pillars of Inclusive Excellence on your campus?

■ How are they aligned with the strategic plan?

■ What would others on your campus say the pillars are?
Inclusive Excellence Action Planning
Inclusive Excellence Action Planning

- Alignment with broader institutional goals
- Development of action steps occur at the department and divisional level
- Leadership is responsible for supporting and assuring progress toward goals
- Two Phases – Information Gathering and Identifying Action Steps
Phase One: Gathering Information

- Use questions on each pillar to guide reflection and discussion
- Identify strengths and challenges
- Identify current goals and practices
Phase Two: Identifying Action Steps

Select areas of focus and identify goals that are realistic, aspirational, and measurable.

1. Action step (goal)
2. Reasons for this goal
3. Who is responsible for it?
4. What will be the result (i.e., what will be different because of achieving this goal)?
The Process

- Departments and divisions lead
- ODI-facilitated discussions and planning
- Internal committee can develop and present to department
- Goals are due June 30
Inclusive Excellence Action Planning: Examples

- Visual and Media Arts
- Emerson College Police Department
- Iwasaki Library
- ArtsEmerson
- Information Technology
IE Action Planning Practical Application

Two pillars:
- Access and Success
- Campus Climate

In small groups:
- Read questions and discuss responses
- Create one action step for each pillar

Create actions steps:
- Goal
- Reason for goal
- Who responsible (if on your campus)?
- Expected result?
Questions?

robert_amelio@emerson.edu
sylvia_spears@emerson.edu