

Inclusive Excellence
at
UW-La Crosse

February 10, 2011

Inclusive Excellence

Phase I

Engage the campus in a series of discussions and events to gather information and raise awareness

- Presentations to functional units
- Programs and workshops
- Inclusive Excellence Taskforce meetings

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Phase II

Determine the primary goals for our Inclusive Excellence initiative

- Improve retention of diverse students
- Improve retention of diverse faculty and staff
- Improve campus climate and increase overall awareness by engaging entire campus community

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Phase II

Actions

- Form workgroups to research issues and develop recommendations for achieving each goal
- Establish a Marketing/Communications Committee
- Establish an Assessment and Benchmarking Committee

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Phase II

- Establish an Implementation Committee
- Establish a “Promoting Inclusive Excellence Day (PIE Day)” Committee

Inclusive Excellence Phase II

Overall Campus Goals



Yearly Goals and Activities



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Phase II

Examples of important achievements:

- Workgroup goals and timelines
- Comprehensive Inclusive Excellence website
- Online Registry for yearly unit goals and outcomes
- UW-La Crosse Inclusive Excellence Logo

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Phase II

- UW-La Crosse Inclusive Excellence definition

“Inclusive Excellence is our active, intentional, and ongoing commitment to bridge differences with understanding and respect so all can thrive.”

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Phase II

- Curricular infusion: Focused program of workshops, presentations, one-on-one consultations
- Education: Online, modular self-assessment and educational program to increase cultural competence and encourage “equity-mindedness”

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Phase II

- New comprehensive survey of recently hired faculty and staff to gauge employee satisfaction across all aspects of employee engagement (campus climate; unit collegiality; salary; support for professional development; etc.)

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Phase II

- New comprehensive student exit surveys to capture data on why students choose to withdraw from UW-La Crosse, as well as their plans for the immediate future after withdrawal

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Phase III

Develop comprehensive long-range planning document and assessment tool

- Flexible to encompass both campus-wide and individual unit goals
- Adapted from the Association of American Colleges and Universities' *Inclusive Excellence Scorecard* to fit UW-L's needs

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Phase III

Includes four broad areas:

- Access and Equity
- Diversity in the Formal and Informal Curriculum
- Campus Climate
- Student Learning and Development

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Phase III

Inclusive Excellence Area	Sample Indicators and Documentation	Sample Evidence
Diversity in the formal and informal curriculum: Inclusion of diversity content in courses, programs, and experiences across academic departments and in the social dimensions of campus environment	Courses and experiences related to diversity topics included and/or required in the curriculum	<ul style="list-style-type: none"> • Student Learning Outcomes defined by department or unit and tracked through programs
	Active commitment to develop each individual's diversity-related base of knowledge and practice	<ul style="list-style-type: none"> • Added to annual review • 80% of unit members have completed 2 Equity-Mindedness or Cultural Competency modules, or attended 2 or more "Inclusive Fridays" each year

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Phase III

Goals: Spring, 2011

Assessment and Benchmarking Committee

- Update the IE website with the long term planning document for use by units/departments
- Distribute standard Response Form for use at all Inclusive Excellence events (piloted at Diversity Dialogues)
- Develop several proposals for a single campus climate “diversity metric” to measure campus climate that could be implemented in the next year

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Phase III

Goals: Spring, 2011

Implementation Committee

- Implement and analyze student withdrawal and new employee surveys
- Assist with student focus groups
- Implement cultural competency program where students/staff complete requirements and receive recognition

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Phase III

Goals: Spring, 2011

Marketing/Communications Committee

- Meet with University Publications to understand how to embed the Inclusive Excellence message on campus
- Create an Inclusive Excellence brochure for release fall semester
- Create an Inclusive Excellence “campaign” perhaps in conjunction with Campus Climate Council and the message re: civility on campus

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Phase III

Goals: Spring, 2011

Promoting Inclusive Excellence (P.I.E) Day

- Explore ways to introduce and reintroduce Inclusive Excellence to campus
- Expand P.I.E. Day to a week of activities in conjunction with CATL?
- Review evaluations from Diversity Dialogues to make changes for next year

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