An Inclusive Communities Framework

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WHY are inclusive communities important?

Current Issues

• What is happening on our campuses?
• How are students impacted?
• How are we as staff and faculty impacted?
WHY are inclusive communities important?

Defining “Inclusive Community”

• What does this mean to you personally?
• What does this mean to your department or team?
• What does this mean to your institution?
WHY are inclusive communities important?

Global Diversity & Inclusion Benchmarks

• Inclusion is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community.

• An inclusive environment ensures equitable access to resources and opportunities for all.

• It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.
Environmental Influences (Cuyjet, 2011)

- Physical environments “communicate messages that influence student’s feelings of well-being, belonging, and identity” (Kuh, Kinzie, Schuh, Witt & Associates, 2005)
- More than bricks and mortar … “behavior setting” (Strange & Banning, 2001)
Identities and Shifting Selves (Fried, 2011)

• Identity is “a sense of one’s value and contributions to one’s social world” (Erickson, 1968)
• Traditional models fail to address life experiences with multiple sources of identity
• Most cultures frame identity as a relationship between person and community (Geetz, 1983)
Intergroup Contact Theory (Pettigrew, 1998)

• Contact needs to be long enough to allow anxiety to decrease and comfort to increase for members of different groups

• Key conditions:
  – Equal Status
  – Intergroup Cooperation
  – Common Goals
  – Support by Social and Institutional Authorities
WHAT theory supports these frameworks?

Sense of Belonging (Hurtado & Carter, 1997)

- Colleges are complex and multifaceted social systems (students, faculty, structure)
- Creates a perceived positive influence on education outcomes
A Framework for Campus

• Guiding Documents
• Training & Development
• Resources & Support Systems
• Opportunities & Experiences
• Student Engagement
Guiding Documents

• What are the key words in our guiding documents tied to inclusive communities?
• How are these words put into action?
• How does this compare to other approaches of community development?
WHAT does a framework allow us to achieve?

Overarching Impact

• Self-Awareness
• Cross-Identity Understanding
• Challenge & Support
• Personal Accountability
• Open Dialogue
• Bias Response
• Conflict Navigation
Examples & Best Practices

- Reed College – Office for Inclusive Community
- Wellesley College – Inclusive Community Grants
- Virginia Tech – Diversity Strategic Plan
- University of Kansas – Spring Symposium
- UC Berkeley – 7 Ways to Create Inclusive Classrooms
HOW does this show up on other campuses?

Examples & Best Practices
HOW does this show up on our campuses?

Examples & Best Practices

• University of Illinois, Urbana Champaign
  – On-Going Staff Learning Series
  – Professional Staff Community Conversations
  – Multicultural Advocates
  – Inclusiveness Statement
  – Residential Libraries

• Waubonsee Community College
  – Infused into Performance Appraisal
  – Employee Training
  – Recognition
  – Diversity Leadership Council
HOW can you utilize this on your campuses?

A Framework for Campus

- Guiding Documents
- Training & Development
- Resources & Support Systems
- Opportunities & Experiences
- Student Engagement
Strategies for Implementation

• What is working on your campus?
• What challenges exist?
• How are you utilizing your guiding documents?
• What opportunities do you offer students?
• What opportunities do you offer staff?
• How do you ensure multiple approaches to this work?
References


WHERE did we get this information?

References


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References


Building an Inclusive Community DePauw University Campus Plan 2016-2021 http://www.depauw.edu/about/diversity/inclusionplan/

Thank you for joining us today!

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Please remember to complete your customized online evaluation following the conference.

See you in Philly in 2018!