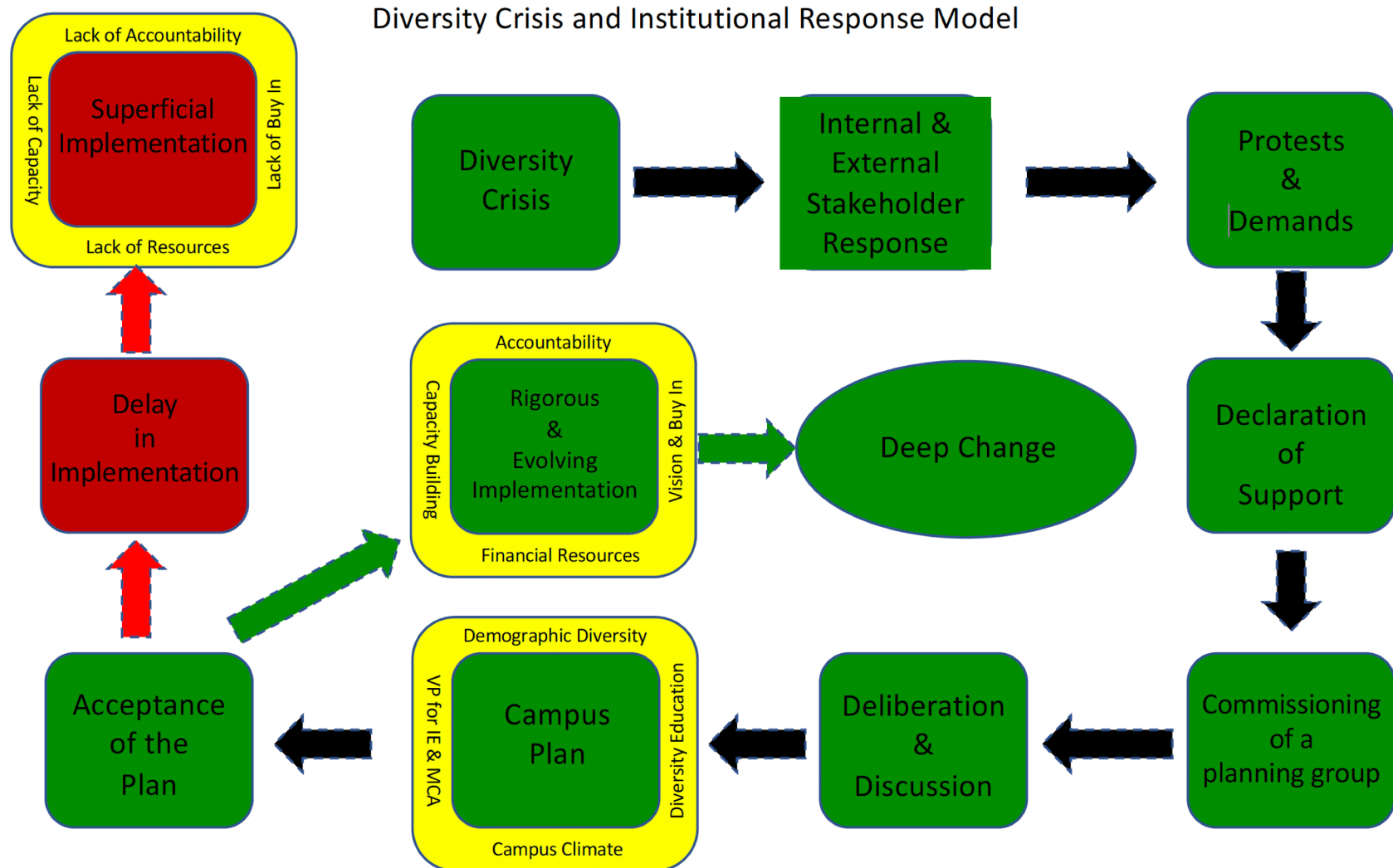


Inclusive Excellence



WRIGHT STATE
UNIVERSITY



Short Term Goals (Fall 2020)

- Adopt Inclusive Excellence as official Diversity & Inclusion (D&I) strategy
- Form President's Council on Inclusive Excellence
- Students Presidential Advisory group on Inclusive Excellence
- Creation of a Sustained Dialogue Program Facilitation of ongoing conversations
- Revisit of BIRT reporting and ensuring wide knowledge of the ability to report

Presidents Council on Inclusive Excellence

- **Role**
 - Advises the Director of Inclusive Excellence and Intercultural Affairs regarding all aspects of diversity and inclusive excellence applicable to the work of the University and its faculty, staff, students and administrators. The council is composed of administrators, staff, faculty and students, it sets goals and priorities in accordance with the Inclusive Excellence Action Plan, monitors progress towards those goals, and updates the Inclusive Excellence Action Plan as needed.
- **The President's Council on Inclusive Excellence (PCIE) shall:**
 - Provide advice and recommendations to the Director of Inclusive Excellence and Multicultural Affairs regarding all aspects of diversity and inclusive excellence applicable to the work of the University and its faculty, staff, students and administrators.
 - Assist the Director of Inclusive Excellence and Intercultural Affairs setting goals and priorities, monitoring and updating the Inclusive Excellence Action Plan and annual report.
 - Assist the Director of Inclusive Excellence and Intercultural Affairs in recruitment and retention of minority faculty, staff and student.
 - Lead the unit by unit assessment, reflection, and action approach to implementing and practicing inclusive excellence.
 - Review and make recommendations annually regarding the state of diversity and inclusive excellence at WSU
 - Receive briefings on matters related to diversity and be informed by data.
 - Meet with the President of the University.

Inclusive Excellence

- Utilizes a broad definition of diversity
- Melds inclusiveness and academic excellence into one concept (to be excellent, we must be inclusive)
- Shifts responsibility for D&I to **EVERYONE** on campus as opposed to one unit or department
- Moves away from only numerical goals
- Focuses on structural cultural transformation of a university into a community that embeds D&I throughout institution

President's Council on Inclusive Excellence

- Assist in define the position description Director of Inclusive Excellence and Intercultural Affairs
 - Search to begin Fall 2020
- Assist in recommending training for university community
- Working on proposed Inclusive Excellence statement
- Building the infrastructure in long term
- Setting up listening sessions with campus community

Mid Term Goals

- Required training/dialogue on Inclusive Excellence for all Faculty and Staff
 - Unconscious and Implicit Bias training
- Reconceptualize Cultural Identity Centers
 - Center for Intercultural Excellence and Community (CIEC)

Long Term Goals

- Inclusive Excellence Infrastructure Audits
- Student Focused Programming and Training by CIEC & SA
- University wide diversity initiatives
- Faculty recruitment initiative
- Possible Faculty exchange program with Central State

Infrastructure Audits

- Faculty IE Committees by department to review curriculum content
- Each committee will undertake a review
 - Identify what exists in the units
 - Identify what needs attention
 - Develop a plan to address those areas deficient in D & I
- Help from President's Council on Inclusive Excellence
- IE will be start to be embedded into things like annual evaluations, strategic hiring process etc.
- Put IE plans on website

CIEC & Dean of Student Initiatives

- Intergroup sustained dialogue program
- Affiliate program
- WSU intercultural Leadership Retreat for Students
- Intersectional Grant Program
- Peer mentoring program for 1st year multicultural students transitioning to university
- More intragroup events, ie: Conversations
- Creation of the Intercultural Student Success Network

University Wide Initiatives

- Drop In Lunches – discussions with faculty, staff and students about improving D&I
- Finding Common Ground – partnerships with Provost at various times throughout semester
- Diversity Week Celebrations
- Welcome to the Table Events
- Yearly Inclusive Equity Summit
- Diversity Dialogues, book or article series

