

HES IDE Objective Recommendations Inclusive Excellence Plan

**HES Faculty Meeting
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Task Force members

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Inclusive Excellence Framework

- Access and Success
- Institutional Climate and Intergroup Relations
- Education and Scholarship
- Institutional Infrastructure
- Community Engagement

Access and Success

- Develop diversity recruitment plans for each HES unit and include people from historically underrepresented populations in the preparation and review of all recruitment material
- Identify curricular issues that students are finding problematic to see if they may be related to curricular content issues or teaching methods or other issues related to the classroom environment
- Increase retention of historically underrepresented faculty/staff by addressing issues related to quality of life, community engagement and, work-life balance

Institutional Climate and Intergroup Relations

- Increase presence of students/staff/faculty from underrepresented groups on planning committees for implementation of all strategies
- Foster a climate among HES faculty/staff that is supportive and respectful and that values differing perspectives and experiences through cross functional college-wide meetings that discuss topics ranging from diversity of thought, values, & inquiries; accessibility; student support; coursework (diversity of content; course materials)

Education and Scholarship

- Evaluate participation of underrepresented and underserved undergraduate and graduate students in student organizations and leadership roles and implement appropriate recruitment and retention strategies to ensure equal access and enhance equal participation
- Increase training on inclusivity and diversity at college-wide faculty and staff events

Institutional Infrastructure

- Engage key leaders and stakeholders in analyzing disaggregated climate study data and other studies to better understand and address long-standing organizational challenges:
 - recruitment and yield of historically underrepresented and underserved undergraduate and graduate students
 - the loss of tenure-track women faculty and tenure-track faculty of color

Community Engagement

- For rural Missouri, work with Extension and perform community assessments with a focus on underserved populations
- To offer service learning course redesign and research grants that would enhance outreach to diverse populations in Missouri

Initiatives and Actions process owners

- Academic Program Committees
- Associate Dean for Research & Graduate Studies
- Dean
- Directors of Graduate Studies
- Faculty Academic Advisors
- Faculty Committee on College Policy
- HES Staff Association
- HES Task Force on Diversity & Inclusivity
- Program Directors
- Staff – Dean and Staff Council
- Student Services
- Unit advisors
- Unit Leaders
- Unit leaders Search Committees
- Various chairs and faculty

But where do we begin...

The Intercultural Development Inventory

The Intercultural Development Inventory

- The IDI Group Profile identifies the way your group, i.e., your unit or units, collectively experiences cultural differences
- The IDI Group Profile presents information about how we make sense of and respond to cultural differences and commonalities
- “In education, intercultural competence reflects the degree to which cultural differences and commonalities in values, expectations, beliefs, and practices are effectively bridged, an inclusive learning environment is achieved, and specific differences that exist in [our College] are addressed from a "mutual adaptation" perspective”

The goal is to develop a plan for HES to:

- Gain insights concerning intercultural challenges we are facing
- Identify intercultural competence development goals that are important for us [the HES IDE Objectives]
- Gain increased understanding of how our different levels of understanding impact how we perceive and respond to cultural differences and commonalities
- Identify and engage in targeted, developmental learning that increases our intercultural competence in bridging across diverse communities [in order to achieve our HES IDE Objectives]