

Challenge 1: Developing a Shared and Inclusive Understanding of Diversity

Challenge 2: Creating a Welcoming Campus Climate

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Targeted area for improvement:

The primary theme that emerged from discussions held during College Wide Diversity Retreat and the Open Forum was the need to improve the exchange of information and ideas between: (a) the College and Department level Diversity Enhancement Committees; (b) the College and Department; and (c) individuals and broader university/community resources. Participants in the retreat and open forum identified that there are many strong initiatives related to developing a shared and inclusive understanding of diversity and creating a welcoming campus climate. Many participants reported, however, these programs seemed to be isolated and fragmented and there is need for a centralized location to disseminate information and ideas.

Strategic activity to implement:

Participants in the diversity planning process recommended the development of a web-based resource that would be available through the College of Education website. To address the needs previously identified, this resource could: (a) support the development of shared goals, best practice strategies, and action steps between the College and Department level Diversity Enhancement Committees; (b) offer access to a collection of teaching tools for diversity instruction and description of current research opportunities focused on addressing diversity issues; and (c) provide students, staff, and faculty with recommendations for local businesses and university resources that are physically and attitudinally accessible for a variety of diverse populations. The Office of Multicultural Programs could lead the initial development and maintenance of this web-based resource.

Indicators to measure progress:

Indications of progress for this activity would include:

1. The development of a committee with representation of students, staff, and faculty from diverse backgrounds to further conceptualize the resource. This committee should also include representatives from both the College and Departmental level Diversity Enhancement Committees.
2. The initial creation of the web-based resource.
3. Annual updates to the website.
4. Implementation of a brief, annual survey for students, staff, and faculty to provide feedback about the usefulness of the web-based resource and to make suggestions for improvement.
5. Utilization of feedback from students, staff, and faculty to improve the resource.