**EDUCATION, SCHOLARSHIP, AND SERVICE**

**Key Initiatives:**

**Curriculum / Pedagogy:**

* supportive communities of teaching and pedagogical strategies for enhanced cooperation between academics and student life
	+ connections between curricular and co-curricular (LLC, ex.)
* reconsideration of curriculum
	+ activist content
	+ eliminating Eurocentric curriculum
* department conversation on pedagogy, working with diverse learners strategies
* resource lists of texts on content and pedagogy or a critical pedagogy center to learn new pedagogy in new faculty orientation
	+ use of resources to help development of challenging content (FPST, ex.)
* develop curriculum reflective of local and global community (demographics)
* develop 4 year community engagement program/curriculum
	+ challenging how students think of themselves in first year
* workshops of inclusive pedagogy and inclusivity addressed in every workshop
	+ summer institutes
* opportunities to share syllabi
* create a target and meaningful service

**Environment / Support:**

* administrative support for faculty initiatives aimed at bringing issues of cultural diversity into the curriculum
	+ improve relationships among faculty and with Ame around these issues
* opportunities for teamwork on certain initiatives (Roger, LLCs) that require more training
* ongoing development of skills in inclusion and cultural competency both in and out of classroom
* system/support
* collaboration
* institution-wide breadth
* cultural learning
* de-centered, non-hierarchical
* faculty
	+ open classrooms (for sharing ideas among faculty)
	+ co-teaching to provide interdisciplinary perspective on issues concerning cross-cultural understanding
* emphasis on aspirational values, beginning in first year, to create commonality and inclusiveness
* faculty and student collaboration
* celebration of what we value
* awareness of student issues/challenges
* empowerment

**Extra-curricular:**

* extra-curricular initiatives
	+ choice of topics related to cultural diversity
	+ intersession
		- Socrates Café, Poetry Slam, Film series, World at Work, etc.
* student-led initiatives working on topics specific to cultural diversity in different fields
* prepare students for life after college

**HR Practices / Programs:**

* hiring:
	+ estimate 60% of faculty by 2030 will be new
		- intentional hiring
	+ diversity is priority in hiring practices
* training
	+ ongoing development and honing of skills
	+ inclusion/cultural competency training
	+ ways to encourage difficult dialogues
* workshops on learning difference
	+ departmental workshops on relevant topics
	+ sharing best practices
* increase diversity of faculty and staff
* build cultural competencies into faculty contracts and course evaluations

**Accountability and Assessment:**

* longitudinal assessment of cultural competencies
	+ students and staff
* evaluation:
	+ affirming culturally sensitive teaching and accountability of excellence in inclusion and cultural competence
	+ scholarship communities
	+ developmental evaluation
* accountability
	+ holding departments accountable to professional standards/best practices for diversity and inclusion
* demonstrated faculty engagement in diversity for promotion/tenure
* accountability for initiatives in tenure and promotion
	+ contract conversations
* increase cultural competency of faculty and staff, and use performance evaluation
* incentives
	+ incentivize multicultural scholarship
* reinstitute Inclusive Excellence grants
	+ encourage grant work interdisciplinary
* institute a system of assessment of cultural competencies

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**Measures of Success:**

**Curriculum / Pedagogy:**

* course of diversity/intergroup dialogue across schools that is required
* every course opportunity to infuse cultural competency
* use textbooks and other calls materials that are inclusive
* syllabi are reflective of diverse resources
* intersectional approach
* language requirement
* conversations on new pedagogy and reevaluating and expanding curriculums
* culturally diverse curriculum
	+ historical and present
	+ honest
	+ reflective of diverse populations
	+ global perspective
* curriculum resources infusion (even in STEM) of and understanding content in cultural contexts
* social justice centered curriculum
	+ intentionality ACROSS curriculum
	+ relevance

**Environment / Support:**

* rich conversations within and across departments on inclusion issues
* decrease in microaggressions
* improved campus climate
* greater diversity in student population
* visible change
	+ diverse numbers
	+ course titles
	+ programs and events
	+ experiential projects
* cultural shifts in language
* collaborative classroom environment
	+ faculty/student connections
* understanding neuro-diversity
	+ learning differences
* empowerment among all learners
* respect for difference in all spectrums
* affordable education and opportunities
* teach students how to be in that social justice classroom
* develop a cohort identity

**Extra-curricular:**

* self-aware students
* self-motivated learning
* train students to partner with the community
* international experience
* study abroad in non-European nations
* ethics – impact on communities
* international/intercultural experiences
* global knowledge
* co-curriculum (social justice) incorporation

**HR Practices / Programs:**

* meet faculty hiring goals
* professional development for faculty and staff on justice and diversity issues that is effective
* improved pedagogy as part of hiring
* demonstrated cultural competence in hiring
* employees understand how to work with diverse students

**Accountability and Assessment:**

* assessments of cultural competence of students
* qualitative measure of campus climate
* changing approach to evaluating teaching to ensure social justice foundation and providing development opportunities
* faculty leaders on multicultural education
* required intercultural knowledge
* faculty role models
* faculty:
	+ equipped and willing to teach social justice
	+ as CORE of good teaching
	+ embodying inclusivity